



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government

Youth Work Funding Review:

Phase 2

March 2024



**Cardiff
Metropolitan
University**

**Prifysgol
Metropolitan
Caerdydd**



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Title: Youth Work Funding Review

Subtitle: Phase 2

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Views expressed in this report are those of the researcher and not necessarily those of the Welsh Government

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Glossary

Glossary text

Acronym/Key word	Definition
CCG	Children's and Community Grant
CPI	Consumer Price Index
CVCs	County Voluntary Councils
CWVYS	Council for Wales of Voluntary Youth Services
NDR	Non-Domestic Rates
ONS	Office for National Statistics
PYO	Principal Youth Officer
REA	Rapid Evidence Assessment
RSG	Revenue Support Grant
Roadshow focus group	Focus group events with Voluntary Youth Sector Organisations
SVYWO	Strategic Voluntary Youth Work Organisation Grant
VYWS	Voluntary Youth Work Sector
WCVA	Wales Council for Voluntary Action
YSG	Youth Support Grant

1. Introduction/Background

- 1.1 In 2018 the Interim Youth Work Board was tasked with developing recommendations aimed at achieving a sustainable delivery model for youth work in Wales. These recommendations have provided the impetus for this research. The Interim Youth Work Board's fourth (of fourteen) recommendation was to undertake an independent review into the sufficiency, transparency, accountability, and effectiveness of funding and expenditure of youth work services across Wales to assess the effective delivery of youth work activities and the impact on young people (Annex A). This report presents phase two of the Youth Work Funding Review in Wales commissioned by the Welsh Government in response to that recommendation.

Research Aim

- 1.2 The overall aim of this research is to review youth work funding across Wales within the voluntary and the maintained parts of the youth work sector to support the development of a sustainable funding model for youth work in Wales.

Phase 1

- 1.3 Phase 1 of this research involved undertaking a feasibility study ([Youth work funding review: initial report | GOV.WALES](#)). The objectives for phase 1 was to establish what data was available and to what extent it could address the scope of the proposed research for phases 2 and 3. This included undertaking a rapid evidence assessment (REA) of available literature/empirical research on relevant current practice in relation to analysis of funding and models of measuring value for money in the UK, and republic of Ireland including research carried out on behalf of the Welsh Government.
- 1.4 Phase 1 employed a mixed methods (qualitative and quantitative) approach to review provision within a sample of organisations in the voluntary and the maintained parts of the youth work sector. Four

local authority areas from across Wales were represented in the sample for phase 1 which included: rural, urban, and former industrial areas. Phase 2 of the research sample was extended to include all 22 local authority areas in Wales.

1.5 Four sources of data collection were used in phase 1 of the research:

- secondary data from three sources, 'Youth Work in Wales, Statistical release - annual local authority audit data' (<https://statswales.gov.wales/Catalogue/Education-and-Skills/Youth-Service>), Youth Support Grant (YSG) funding, and Strategic Voluntary Youth Work
- interviews of Principal Youth Officers and other senior managers
- focus groups with Principal Youth Officers
- a questionnaire was developed and piloted among the voluntary and maintained youth work sector.

1.6 There were several indicative findings highlighted in phase 1 of the study that demonstrated the complex and interlinked issues of how funding mechanisms impact youth work provision across Wales. The research identified evidence of how the funding for youth work is utilised across the voluntary and maintained parts of the youth work sector and how this varies between and across both (a full list of findings can be found in the report: [Youth work funding review: initial report | GOV.WALES](#)). Three recommendations were suggested:

- To continue with phases 2 and 3 of the research as there is sufficient data available to address the aim of the research
- continue with further data collection with voluntary youth sector organisations and local authorities across Wales to be able to corroborate and triangulate the indicative evidence gathered in the feasibility study
- for the research team, to work with Welsh Government officials and the research steering group to further identify appropriate

data collection approaches and sampling strategy for subsequent phases of the research.

- 1.7 Phase 1 also highlighted the types of evidence required to gain an understanding of the economic effectiveness of youth work, which has guided this study (phase 2). The Rapid Evidence Assessment presented in the phase 1 report, and the engagement with stakeholders demonstrated the need to ensure that the approach in phase two was appropriately tailored to the Welsh context.

Phase 2 Objectives

- 1.8 The objectives of phase 2 were:
- to review the current funding levels providing an overview of income and expenditure and a consideration of the sustainability of the funding sources
 - undertake a review of the funding processes including the barriers to accessing funding
 - an analysis of how monies are expended
 - a review of the governance of organisations i.e. how are decision made on funding and expenditure and how young people are involved in the decision making.

The Youth Work Sector in Wales

- 1.9 The youth service is a complex system acknowledged through legislation, significant government reports, and through the evaluation of historical and contemporary practice. Youth work is the process that takes place within the framework provided by the youth service and involves a wide range of methods. At its most fundamental level youth work is also based on the development of positive and meaningful relationships between a youth worker and young people, underpinned by a clear set of principles and purposes (Youth Work in Wales Review Group 2022: [BOOKLET \(cwvys.org.uk\)](http://cwvys.org.uk)).

- 1.10 The national occupational standards for youth work identifies that the key purpose of youth work is to: enable young people to develop holistically, working with them to facilitate their personal, social, and educational development to enable them to develop their voice, influence and place in society and to reach their potential (NOS for Youth Work, CL&D Scotland, 2019, p.4).
- 1.11 The maintained youth services in Wales are operated by the 22 local authorities. Each local authority appoints a Principal Youth Officer to be the strategic head of the youth service in their local authority area. The Principal Youth Officers meet four times a year as one group. The Principal Youth Officers also meet as four regional groups (north, southwest and mid, central south, and southeast).
- 1.12 Youth work is also delivered by voluntary youth work sector organisations across Wales. Recent research has been produced which details the ‘scope, composition, and nature of the Voluntary Youth Work Sector (VYWS) in Wales’ (Bacon, 2023, p. ii). CWVYS is the independent representative body for the youth work sector in Wales. CWVYS state that the ‘voluntary youth work sector in Wales is estimated to involve more than 250,000 young people and at least 30,000 adult volunteers’ (CWVYS, 2023). CWVYS also state that the ‘voluntary youth work sector is playing an exceptionally important role in supporting the development, well-being, self-esteem, employment skills and life skills of young people’ (CWVYS, 2023).
- 1.13 Voluntary youth work sector organisations in Wales (of all sectors, including youth work) are also supported by 19 local County Voluntary Councils (CVCs) and the national supporting body, Wales Council for Voluntary Action (WCVA). This includes support with volunteering, good governance, sustainable funding, engagement, and influencing. From these sources it can be seen that the voluntary youth work sector is a complex network of organisations, with a wide range of structures and purposes.

- 1.14 The youth work delivered by each local authority is ‘very much determined and shaped by the needs of young people in each locality and will result in a variety of delivery from local authority to local authority and region to region’ (Principal Youth Officers Group, 2023).
- 1.15 There are many influences on how different parts of the youth service approach their work with young people across Wales that may impact on the achievement of its purpose. For a review, please see the report presented in phase 1. Understanding the complexity of youth work provision in Wales is essential to this study.

Rapid Evidence Assessment (update)

- 1.16 The phase 1 research report (Youth work funding review: initial report | GOV.WALES) included a Rapid Evidence Assessment (REA) on the costs and benefits of youth work and associated methodologies available from across the UK and beyond. Two research studies have since been published that focus on the Voluntary Youth Work Sector in Wales and which provide additional evidence to inform phase two of this funding review.
- 1.17 An MRes. dissertation (Bacon, 2023) set out to examine the scope, composition, and nature of the Voluntary Youth Work Sector (VYWS) in Wales. It would however appear that Bacon’s sampling strategy included organisations that were not financially autonomous entities, thus a different sampling strategy to the one adopted by this funding review. The research identified key issues in relation to sustainability within the VYWS in Wales including unstable funding, austerity, and reliance of volunteers. The findings demonstrated the need for further research in the following areas which links to the current funding review being undertaken:
- Research focusing on the economic value of youth work in Wales
 - Research focused on understanding the funding landscape and how this has changed over time due to austerity and COVID-19.

- 1.18 Both recommendations highlight the need for further exploration of the mechanisms and process of funding and cost-benefit of the VYWS in Wales.
- 1.19 Understanding the economic impact and potential social impact of youth work activity is considered as part of the Urdd Gobaith Cymru 2023 report on their assessment of their economic value; it outlines the economic value of the Urdd nationally as well as the economic value of several of the organisation's individual departments, including their youth and community department. It references research by Frontier Economics in 2022 and the evidence presented in the REA of the phase 1 report for Welsh Government (2023). The Frontier Economics study refers to an estimated return on investment of between £3.20 and £6.40 for every £1 invested in youth work, based on these estimates the report suggests:
- ‘The Urdd's youth and community department spent £1.5m in 2022-23. If, based on the above findings, we use the most conservative estimate of return on investment of £3, this would suggest that the social value of the Urdd's youth and community department spending could be £4.5m’ (Arad Research, 2023, p.27).
- 1.20 A survey of young people was also undertaken as part of this research, and the data suggest that most of the sample who participated in Urdd activities during the summer of 2023 agreed they had progressed in several areas including: social skills, attitudes towards Welsh, and Wellbeing/emotional skills (Arad, 2023, p. 25).
- 1.21 The Welsh Government's engagement with youth workers and youth support workers in December 2023 around the intended approach to strengthening the legislative framework for youth work in Wales is important to consider in the context of this research. Over 70 people attended the session and provided examples of good practice and areas for further consideration. Several key messages were identified, two areas which are pertinent to this study include:

- Clarity is needed on accountability for decision makers to govern youth work effectively and for youth workers to support young people to participate
- People involved in youth work want to know how funding is allocated in local authorities and voluntary youth organisations to ensure provision reflects geographic and population needs.

1.22 The voluntary youth work sector mapping (Bacon, 2023) and the Urdd's (Arad, 2023) report identify relevant issues in relation to the VYWS in Wales. Both studies approach to data collection, analysis, and conclusions are pertinent to the funding review presented in this study, through providing additional evidence of the importance of understanding the economic and social impact of the VYWS in Wales, as does the Welsh Government's findings from engagement with the sector. The research studies discussed utilised mixed method approaches, as was adopted in the research presented in this document.

1.23 In addition, the Welsh Government's [Written Statement: Developing the Interim Youth Work Board's Recommendations: Next steps \(13 December 2023\) | GOV.WALES](#) update on their engagement with youth support workers and youth workers in December 2023, supports the importance of this study in exploring funding and governance processes for youth work in Wales.

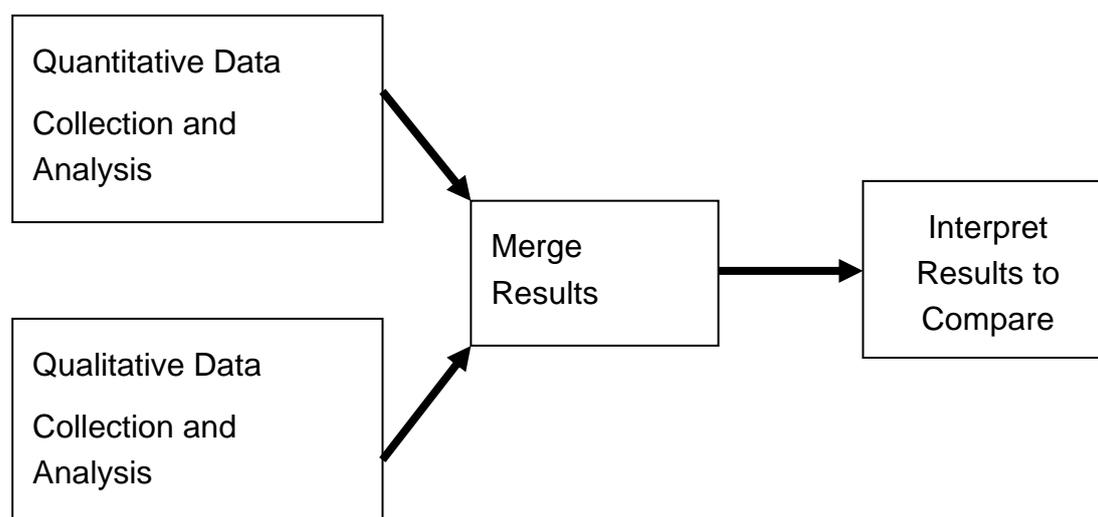
Report Content

1.24 This report will first outline the methodology and methods of data collection utilised to address the research aims. Second, the key findings will be presented that cover the following areas: income, funding processes, expenditure and, governance. Thirdly conclusions will be discussed and finally suggested recommendations will be outlined.

2. Methodology/Methods

2.1 A mixed methods approach has been adopted. This enables a sound understanding of the data (Creswell and Creswell, 2018, p. 218). This approach aligns with the methodological approaches identified in our Rapid Evidence Assessment. Specifically, we have adopted a convergent one phase design. Figure 2.1. gives an illustration of this design.

Figure 2.1. Mixed Methods: Convergent Design (One Phase Design)



Adapted from Creswell and Creswell (2018)

2.2 The methodological approach illustrated in Figure 2.1 provides us with a framework to enable the gathering of a rich range of data. It has enabled us to effectively evaluate, interpret, and explore the data to answer the research aims for this study.

2.3 A convergent design was adopted for this study as it is regarded as being particularly appropriate when studying complex phenomena or when multiple perspectives are needed to fully understand a topic

(Creswell and Creswell, 2018). It also draws upon a mixed methods approach in line with previous research as identified in the REA.

- 2.4 The range of funding and the different contexts of youth work in Wales have not been researched to this extent before, and using quantitative or qualitative methods individually would have meant we could not have generated the breadth of information, or the depth of understanding required. Our mixed methods approach has allowed us to gather data to help us understand the sector by bringing together quantitative and qualitative data, through both open- and closed-ended questions (Creswell and Creswell, 2018).
- 2.5 In addition to these rigorous methods of data collection, data analysis, and interpretation of the qualitative and quantitative data, we have followed the model of Creswell and Creswell (2018) by merging both forms of data, explaining data, and linking one dataset with another within our convergent design (see Figure 2.1).

Quantitative methods

- 2.6 Data for the quantitative element of the research came from two sources. First, publicly available data and second, data collection using a questionnaire which was refined and developed following the outcomes from phase 1.
- 2.7 Every local authority youth service in Wales submits an annual audit data return to the Welsh Government. This publicly available data for 2010.11 to 2022.23 (financial years) was accessed, downloaded, and employed in the analysis as recorded in the results of this report (Welsh Government, 2023, [Stats Wales Youth Work](#)). The Principal Youth Officers' four regional areas were employed as the basis for the groupings for the analysis of the data sets.
- 2.8 It was considered that the local authority annual audit data provided sufficient evidence for the studies purpose, however unlike the annual audit data there is nothing similar to gather evidence for the voluntary

youth work sector, therefore, a questionnaire was developed to enable this evidence to be obtained.

2.9 The distribution list for the questionnaire was drawn up in the following way in line with our sampling strategy (i.e. they met the criteria of a voluntary youth work sector youth work organisation):

- CWVYS provided a list of voluntary youth work sector organisations
- CVCs identified voluntary youth work sector organisations in their area
- an online search of voluntary youth work sector organisations was undertaken

2.10 As a result, 171 organisations were identified across Wales as meeting the criteria. Of the 171 organisations identified 40 were national voluntary youth work sector organisation and 131 were local organisations.

2.11 A total of 37 organisations completed the questionnaire of which nine were national organisations and 28 were local organisations representing an overall response rate of 22 per cent. A considerable amount of support was provided and offered to voluntary youth work sector organisations to complete the survey. As is noted in the reports limitations (see 2.25) there appear to be valid reasons for non-completion.

2.12 To review the annual audit data and questionnaire responses Microsoft excel and STATA analysis software were used to review the datasets. Several adjustments were made to the data during the analysis. The sample standard deviation was employed on questionnaire responses.

2.13 For the annual audit data where all local authorities were reviewed, the population standard deviation was utilised as the whole population of local authorities represents the population throughout Wales. Correlations are utilised to review the relationship between staffing,

income, expenditure and reach in the maintained and voluntary youth work sector. All financial variables within the correlation are adjusted to real values. The adjustment of financial variables from nominal to real is important as it excludes the effects of inflation when reviewing trends, calculating percentage changes and allows a fair comparison of data across a long time-period. This is particularly useful when analysing the annual audit data which runs from 2010 to 2023. A base year is selected when changing financial variables, and all numbers will be adjusted to reflect the same base year, i.e. financial variables in 2010 will become larger than their nominal size as inflation has increased the size of the 2023 values over the last 13 years. In simple terms, this allows a comparison of like with like. The 2022.23 financial year was selected as the base year and a CPI (Consumer Price Index) index from the Office for National Statistics (ONS) was utilised to adjust the values for the maintained and voluntary youth work sector. The exception is financial reserves data which has not been adjusted.

Qualitative methods

- 2.14 To gather qualitative data voluntary youth work sector organisations were invited to take part in roadshow focus group events taking place across the country and online (Table 2.1). During these events participants took part in focus groups, all data from roadshow focus groups will be referred to as focus groups throughout the document; a schedule of questions can be found in Annex D.
- 2.15 Table 2.1 shows how we gathered the qualitative data. There were 92 voluntary youth work sector organisations represented in our roadshow focus groups focus groups from local and national organisations. Geographic roadshow focus groups were held in 19 of the 22 county boroughs across Wales and in addition four on-line roadshow focus groups focus groups took place. Attendances at our roadshow focus groups focused groups averaged six people.

Roadshow focus group focus groups were attended by 123 individuals in total (see table 2.1).

2.16 Four focus groups were held that focused on local authority personnel, and these were attended by 21 Principal Youth Officers, either in our national or local focus groups. One local authority did not have a Principal Youth Officer in post at the time of the fieldwork. In addition to Principal Youth Officers, two focus groups were attended by other senior staff. In one focus group a director of finance also took part. We held one interview with a funding organisation. In addition to our local authority focus groups, a short questionnaire was circulated to Principal Youth Officers to enable them to contribute in writing. Three Principal Youth Officers returned written response; this may be due to them having taken part earlier in the study as noted.

Table 2.1 Roadshow focus group-Focus group/ Interview Participants

Organisation Type	Focus Groups	Interviews	Total Number of Participants
Voluntary youth work sector organisations (including national and local organisations)	23		123 (Representing 92 VSYO)
Local authority representatives (including Principal Youth officers and other senior managers and finance officers)	4		29 (21 PYO; 8 Senior LA staff)
Funding organisations		1	

2.17 NVIVO software was employed to analyse the qualitative data gathered through our roadshow focus group focus groups, , and interviews. Qualitative data were analysed thematically, as part of an iterative process. Data were initially imported into NVIVO, the team then explored the transcripts and recordings, coded the data, reflected

on the data, and drew out relevant and representative qualitative data for use within the report.

- 2.18 The information generated from these quantitative and qualitative sources has been analysed and is presented under the four research aims identified, namely income, funding processes, spending, and governance.

Ethics/GDPR

- 2.19 In all respects, the research has been designed to comply with research protocols outlined in the BERA Charter for Research Staff in Education (2012) and Ethical Guidelines for Educational Research (BERA, 2018). All research undertaken by the research team complies with current ethical standards, including informed consent, anonymity, privacy, right to withdraw, and respect for the individual. Full ethical approval for the research has been approved through The University of Wales Trinity Saint David and Wrexham University Ethical Committees and adheres to GDPR policies.

Limitations

Limitations of the audit data

- 2.20 The annual audit data is a comprehensive longitudinal questionnaire (repeated observations across time) of the maintained youth work sector. The questionnaire collects a broad spectrum of data on staffing, income, expenditure, and reach variables (reach is defined by the number of young people who have accessed youth work). However, there could be further improvements in the database which would assist future research projects.
- 2.21 Ynys Môn consistently had missing data across income, expenditure, and information of projects run and workforce.
- 2.22 We reviewed the 'other' variables category which demonstrates a significant amount of income and expenditure being listed by local authorities. However, it is not possible to identify how this is broken

down by specific cost types. This therefore meant that it was not possible to determine all the sources of income and costs. .

Limitations of responses from sector to the questionnaire

- 2.23 Whilst the above data is publicly available for the maintained youth work sector, no such dataset exists for youth work that takes place in the voluntary youth work sector, and this is a significant barrier to understanding of youth work in Wales as a whole. The voluntary youth work sector questionnaire was designed to capture some of the equivalent data from voluntary youth work sector organisations.
- 2.24 However, while 11 years of data is available for the maintained youth work service, it would not be reasonable to ask voluntary youth work sector organisations to provide that amount of data all at once. Therefore, questions on income, expenditure, reserves, and reach data requested for three years' worth of data. This still amounted to a questionnaire that required a significant investment of time from voluntary youth work sector respondents. We are extremely grateful to those organisations for their contribution to this research.
- 2.25 There was a response rate of 22 per cent for the voluntary youth work sector questionnaire. This included organisations operating in all 22 Local Authority areas. Several voluntary organisations expressed to the research team that they were unable to spare the capacity required to complete the questionnaire, despite the support offered by the research team.
- 2.26 The voluntary youth work sector questionnaire was designed to mirror a reduced version of the annual audit data set that is collated by StatsWales for the maintained youth work sector, with some exceptions and additions. Notably: the inclusion of reserves figures for voluntary youth work sector organisations; the inclusion of additional income categories specific to the voluntary youth work sector such as generated income; the inclusion of funding process questions designed to answer our research aims.

Limitations of qualitative data

- 2.27 Limitations of the qualitative aspects of the study relate to the subjectivity of the research and researchers, in how they approach the research and how data are interpreted. One of the strategies we adopted to control for these limitations include using different researchers to carry out focus groups and interviews and using NVIVO software to aid in coding data. Together with our use of mixed methods, this means the chances of personal views influencing the findings has been minimised.
- 2.28 All 22 local authorities were invited to take part in the project. The findings from phase 1 of the study identified that to gain the evidence required we needed to interview senior leaders within local authorities and local elected members with responsibility for the youth service. We therefore included these senior leaders in our sample. Levels of engagement differed, and some authorities were more responsive than others. We were, able however, to interview a sample of local authority senior managers (Table 2.1).
- 2.29 We intended to interview local elected members as part of our data gathering, all offices of local authority chief executives were therefore contacted, however no one agreed to take part in the study.
- 2.30 In addition to contacting local authorities, we liaised with voluntary youth work sector organisations to publicise our voluntary youth work sector roadshow focus groups. These were publicised in a series of e-flyers which were circulated widely.
- 2.31 A request to further engage Principal Youth Officers was made. Further online focus groups for PYOs who wished to contribute to the research were therefore organised. In addition to the interviews and focus groups with Principal Youth Officers, they were also given the opportunity to submit written responses. Three Principal Youth Officers submitted written responses.

Limitations quantitative and qualitative

- 2.32 Two areas of evidence that have not been fully captured for either the quantitative or quantitative data collection were in relation to sources of income where in relation to Taith funding and “in kind” contributions e.g from volunteers and trustees. However, it is recognised that these areas can be explored further in Phase 3.
- 2.33 Overall, there were limitations to the research, but the team gathered unprecedented amounts of data from the voluntary and maintained youth work sectors, from diverse groups, individuals and from different contexts across the country, from urban, rural, and former industrial areas. This provided valuable data to inform the aims of the study.

3. Findings

3.1 The findings are divided into four sections. Income, funding processes, expenditure, and governance.

Income

3.2 The following findings in relation to income are outlined:

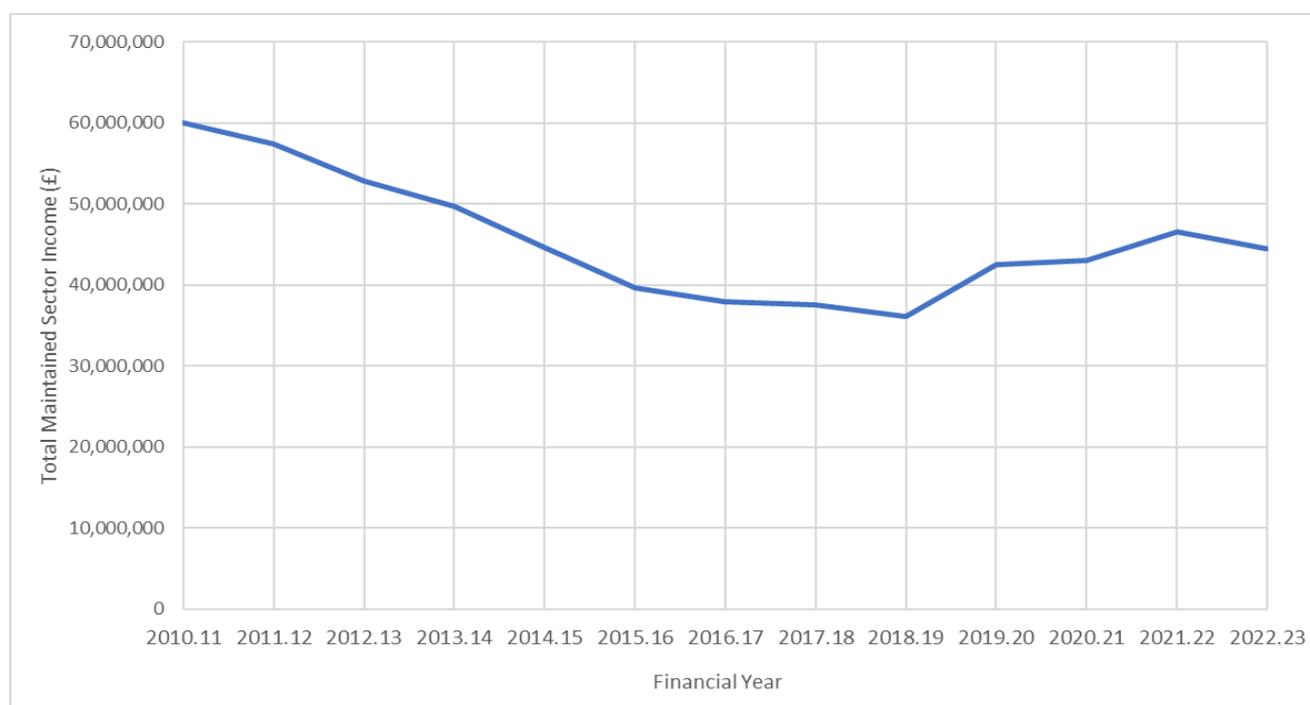
- An overview of income, including income streams from across the sector
- sources of income are considered and the proportion each source provides
- potential impact of funding levels on the sustainability of youth work organisations are reviewed
- impact of funding on the reach of youth work is assessed.

Overview of Income

3.3 The overall funding level for the 37 voluntary youth work sector organisations was assessed through their questionnaire responses. Thirty-three provided income information. In total the 33 organisations had a combined income of £8,639,960 in 2020.21 (these are real figures, adjusted for inflation), £8,655,453 in 2021.22 and £8,037,802 in 2022.23. While some respondents will have seen increases in income, others have seen reductions overall, responses show a reduction in income of 7 per cent over the last three years based on the combined income for each year.

3.4 This compares with an increase of three per cent in total maintained youth work sector income over the same period. Longer term data, available for the maintained youth work sector, shows that despite this recent increase, total maintained youth work sector income has reduced by 26 per cent since 2010.11.

Figure 3.1 Total Maintained Youth Work Sector Income 2010-2023



Real total income values are quoted and adjusted with Consumer Price Index (CPI) adjusted to 2023.

3.5 Based on the maintained and voluntary youth work sector income levels, for the 2022.23 financial year, the estimated total level of income received for youth work in Wales is £84,635,941. The total income is the summation of total maintained sector income plus the total voluntary sector income. To calculate the total maintained sector income this was found using the data provided on the annual audit data. For the total voluntary sector income, the aggregated income of both national and local voluntary sectors was calculated based on the survey respondents. Under the assumption of 171 voluntary sector organisations, we assume our respondents are normally distributed in their incomes, i.e. we capture a distributed proportion of local and national voluntary sector organisations that are representative of the total voluntary sector population. Of course, this can be skewed due to outliers, but we believe the distribution is approximately normal.

With this in mind we scale the income of the survey respondents to total number of organisations we believe there are in Wales. For example, the mean voluntary sector income per organisation is multiplied by 171. In comparison the total CPI adjusted income for Wales (maintained and voluntary youth work sector) in 2010.11 is estimated to have been £114,775,130, (numbers CPI adjusted to 2022.23 values).

Sources of Income

- 3.6 Sources of income for each sector are listed in Tables 3.1 and 3.2 which show that the proportion of income from different sources has also changed over time. In our sample of the voluntary youth work sector organisations, income from charitable foundations and trusts has reduced by 42 per cent (real figures, adjusted for inflation), over the last three years. This income stream now makes up 15 per cent of total income for our voluntary youth work sector respondents, down from 25 per cent in 2020.21.
- 3.7 Across our sample, there were 57 different charitable foundations and trusts providing income to voluntary youth work sector youth work organisations over three years. In 2022.23 there were 29 different charitable foundations and trusts funding organisations in our sample. The most significant of these, in terms of monetary value, was Children in Need who supported eight different organisations in our sample with a total of £203,869 in 2022.23.
- 3.8 At the roadshow focus groups we frequently heard of individual voluntary youth work organisations having over 35 sources of income at one time. The highest number of income streams identified within one organisation is 75 (this was reported in a voluntary youth work sector focus group, the organisation did not complete our questionnaire). The fact that this substantial range of funding sources appears commonplace contributes to the complexity of funding within the youth service.

3.9 Voluntary youth work sector organisations can also generate their own income from donations, fundraisers, and legacies. In Table 3.1 “Generated Income” also includes income that has been earned through provision of services, for example room hire. Of the 33 voluntary youth work sector organisations that responded to the income questions, 19 reported some amount of self-generated income. Generated income has reduced by 14 per cent over the last three years (adjusted for inflation). It now makes up 16 per cent of all voluntary youth work sector income in our sample, down from 18 per cent in 2020.21. Generated income rose significantly in 2021.22, however this is largely due to one larger national organisation reporting a large and unsustainable increase that year and therefore does not represent a trend.

3.10 Income from town and community councils has increased tenfold over the last three years, although it remains a very small proportion of income for those organisations in our sample at 0.2 per cent.

Table 3.1 Voluntary youth work sector Income Sources as Percentage of Total Income

Income Source	Per cent of total income in 2020.21 (%)	Per cent of total income in 2021.22 (%)	Per cent of total income in 2022.23 (%)
Charitable Foundations and Trusts	24.85	12.65	15.38
Welsh Government	17.98	16.54	16.70
Generated Income e.g. from fundraising	17.88	24.71	16.43
Local Authority	16.88	19.41	19.05
Other	10.47	10.58	13.23
The National Lottery	8.40	10.40	9.42
WCVA	1.92	0.42	0.64
UK Government	0.80	2.56	6.63
Police and Community Safety	0.63	0.89	0.99
European Funding	0.13	1.65	0.84
Town and Community Councils	0.02	0.08	0.19
Health Authority	0.00	0.00	0.50

- 3.11 In the maintained youth work part of the sector the income sources have remained broadly more stable over the last three years than in the voluntary youth work sector. However, the core youth service budget (which is allocated at a local authority level through the Revenue Support Grant) makes up a decreasing proportion of the total income, while income from other local authority areas, from the Welsh Government, and from health make up an increasing proportion of the total income. Consequently, this shift in income streams appears to lead to movement away from core activities to a more targeted offer, as identified by a Principal Youth Officer:
- ‘Core funding is nowhere near what is required to provide a universal offer’ (Principal Youth Officer).
- 3.12 One source of income that was not widely evident in our data collection was that available from the Welsh Government’s Taith programme (see limitations). In 2022-2023 Welsh Government funding (see table 3.1 Welsh Government) included £151,509 awarded to one of our respondents specified as Taith funding. However, this only represents a small sample of voluntary sector youth work organisations. In addition, Erasmus + funding was identified by a small sample of the voluntary youth sector organisations for 2021-2022 and noted in table 3.1 as European funding.
- 3.13 It is recognised that previously some youth work organisations had opportunities to apply for funding through the Erasmus + programme. As the UK is no longer participating in this programme in 2022 Wales launched a new Programme ‘Taith’ which can provide funding for both inward and outward youth mobility and partnership working (<https://www.taith.wales/about/>). The funding available for Pathway 1 in 2024 is up to £650,000 (https://www.taith.wales/sector_youth/funding-opportunities/). The limitations section of this report further discusses this issue.

Impact of funding levels

- 3.14 Focus groups with Principal Youth Officers and in voluntary youth work sector roadshow focus group feedback demonstrate that different funding income streams impact on the nature of the work carried out. One Principal Youth Officer identified that their service is:

‘Very reliant on external funding – and this is decreasing or has requirements that can steer you away from what is required. There is very little funding available to provide what is identified as needed, especially universal or without clear targets – you have to apply for funding with an idea/plan – rather than it evolve organically and be led by young people’ (Principal Youth Officer).

- 3.15 One Principal Youth Officer noted that all these different funding streams from the Welsh Government might be coordinated more effectively, specifically:

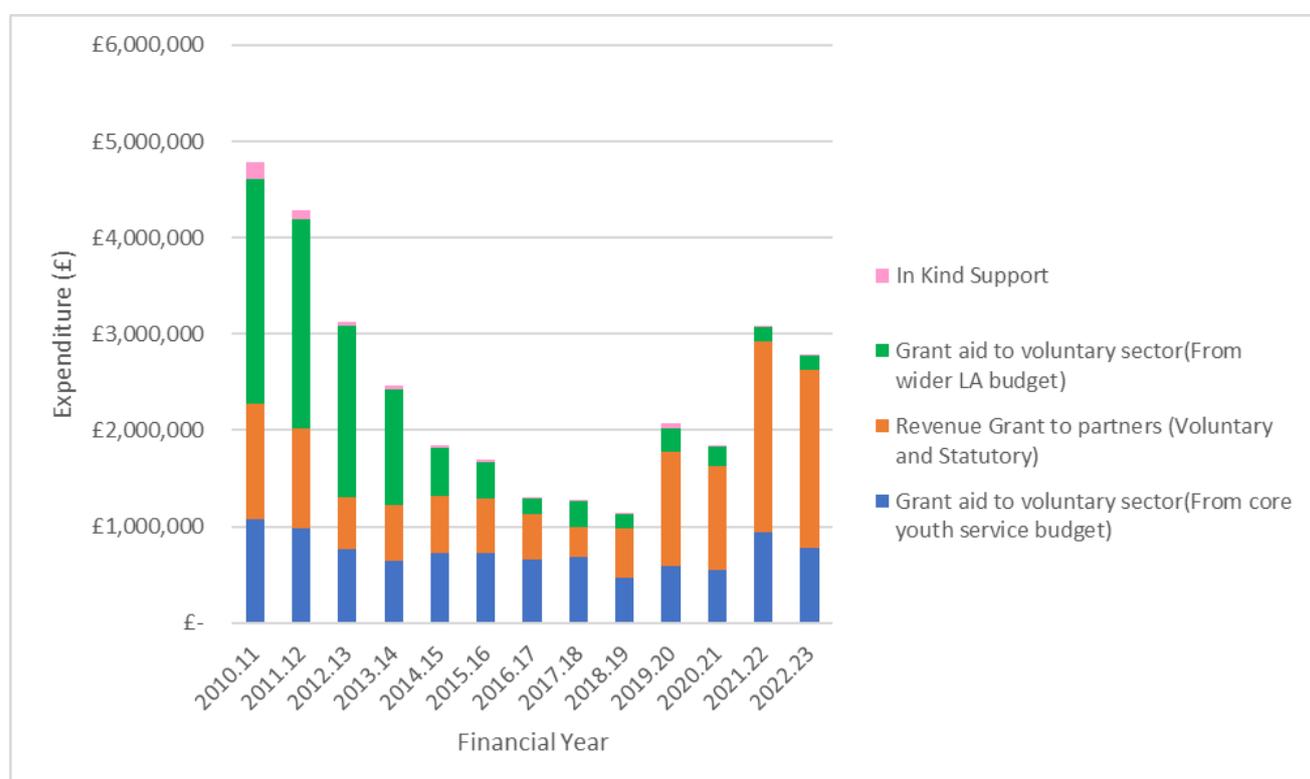
‘Funding for Youth Work from Welsh Government is not fully consolidated – the YSG comes from the YW Branch – but there are many strands within WG that fund young people’s support/provision/activity – where is the oversight of this, is it rationalised? Is sufficient funding provided for youth work from LAs and WG, based on the youth population figures and universal offer – I don’t think so’ (Principal Youth Officer).

Table 3.2 Proportion of Income from Each Source 2020.21 - 2022.23 - Maintained Youth Work Sector

Income Source	Per cent of total income in 2020.21 (%)	Per cent of total income in 2021.22 (%)	Per cent of total income in 2022.23 (%)
Core Youth Service	40.62	39.04	38.39
Youth Support Grant	22.63	27.57	22.46
Families First	9.39	9.94	10.93
European Funding	13.19	10.29	8.90
Other Welsh Government	6.92	6.85	8.40
Other (Non-LA)	3.58	2.16	3.53
LA Other	0.51	0.73	2.44
LA Education	1.03	0.70	1.35
Health Authority	0.22	0.22	0.69
LA Housing	0.08	0.07	0.54
Substance Misuse	0.47	0.51	0.51
Police	0.02	0.04	0.44
Communities First	0.65	0.87	0.44
Community Safety	0.25	0.26	0.31
Town/Community Council	0.10	0.29	0.23
Youth Offending Team	0.20	0.19	0.18
LA Social Services	0.02	0.04	0.14
Pathways	0.12	0.11	0.10
The National Lottery	0.00	0.12	0.00

3.16 Figure 3.2 shows in graph form the levels in grant aid to voluntary youth work organisations from local authorities. This includes grant aid to the voluntary youth work sector, funding from the wider local authority budget and the provision of services in kind, e.g. payroll services or use of buildings. Since the allocation of the Youth Support Grant (YSG) in 2016 funding to voluntary youth work sector from the core youth service budget has reduced by 19%. However, Figure 3.2 demonstrates that annual audit data shows other sources of grants for youth work made available by the local authority to voluntary youth work organisations. In total, this funding to partners from Local Authorities has more than doubled since 2016. However, during that time the allocation of the YSG that local authorities receive from the Welsh Government has almost tripled.

Figure 3.2 Trends in Grant Aid to Voluntary Youth Work Organisations



Impact of funding levels the sustainability of youth work

3.17 It has been noted in interviews with Principal Youth Officers that as their budgets decrease, it becomes increasingly difficult to share funding with the voluntary youth work sector due to the majority of their budgets being allocated to ongoing staffing costs of staff within their own service. This suggests that the amounts of available revenue funding within the control of the Principal Youth Officer are decreasing. This view was echoed by one roadshow focus group respondent, who commented that:

‘Some might give it it's complicated this, the last two years because we've got the additional £20,000 from Welsh government for the Welsh language. But some local authorities we can only apply for £3000, some up to £7000. But I don't think not one local authority gives us sufficient funding to employ a full member of staff’
(National VSO representative).

3.18 The perceived sufficiency of the voluntary youth work sector funding diverges between local and national voluntary organisations. The questionnaire returns demonstrate that approximately half of national voluntary organisations agreed that their funding was adequate to meet their organisational needs compared to one-third of local voluntary organisations. The future funding outlook of both national and local voluntary organisations are similar. Based on a one, three and ten-year horizon, voluntary organisations were asked to rate their future confidence in being able to secure adequate funding to sustain current levels of service. On average, national organisations were more confident across all time horizons compared to local voluntary organisations, indicating a greater stability of funding for national organisations. However, both national and voluntary are ‘slightly confident’ about future funding in three years, and most are not confident at all about funding in ten years. This indicates the needs for longer funding models that will help voluntary youth work sector

organisations plan and build confidence. This issue will be discussed in more detail in the funding processes section.

3.19 There was a view expressed consistently across our voluntary youth work sector roadshow focus groups and in interviews with Principal Youth Officers and other local government officers that current funding levels are inadequate for the demands being faced by organisations within the voluntary youth work sector. Demands include maintaining an operating core, meeting pay claims, coping with increasing costs of heating and lighting among others. Sixty-five per cent of the *national* voluntary youth work sector respondents to our questionnaire regarded funding as being inadequate. Sixty-eight per cent of *local* voluntary youth work sector organisations regarded funding as being inadequate.

3.20 Evidence from the questionnaire results indicate that the average funding awarded per application is £13,388, but each application on average takes 17 hours to complete. This suggests for each hour spent on preparing applications and, if successful, would result in a total income per hour of £750 of effort. This is based on the grants being successful, smaller voluntary youth work sector organisations will not receive this level of funding per application or funding income per hour, however, it indicates that spending time on funding applications is valuable within the voluntary youth work sector.

Impact of funding on the reach of youth work

3.21 Correlations show the relationship between multiple variables (for example reach and number of staff) and identify the strength of their relationship. A correlation analysis was undertaken to explore the relationship between total income, total full-time equivalent staff, number of managers number of front-line staff, number of administrative and other staff, total expenditure and reach within the maintained and voluntary youth work sectors in 2022.23 financial year.

- 3.22 The findings suggest that amongst voluntary youth work sector respondents' total income has a strong positive correlation with total full-time equivalent staff, as would be expected, and a moderate correlation with the number of managers, reach, and number of administrative staff. Expenditure has a low correlation with all variables including reach and this may be because of the impact of volunteers, including trustees.
- 3.23 The correlation analysis based on the maintained youth work sector data identified that total income is, again, highly correlated with total number of full-time equivalent staff. This demonstrates that staffing costs are the largest income and expenditure drivers within the maintained youth work sector, and this is explored further in the expenditure section. The strongly positive coefficient captured between total income and total expenditure highlights that most income is spent within each financial year, as would be expected in the maintained youth work sector, due to budgets not rolling over into a new financial year. We do not see a strong correlation between total income and managers. Total expenditure and income are moderately correlated with reach within the maintained youth work sector. Interestingly, the number of any type of staff (administrative, manager, or front line) have very low correlation with reach (i.e. number of young people reached by the service).

Funding processes

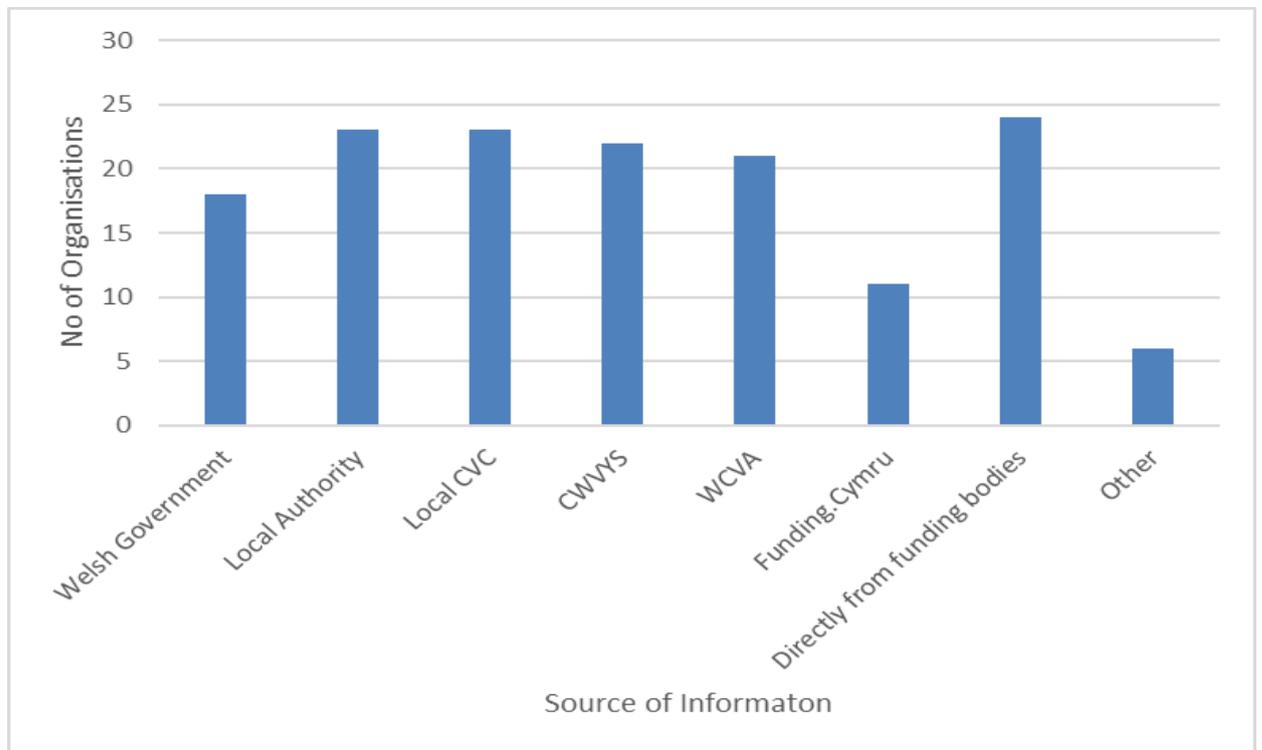
- 3.24 This section is concerned with funding processes, specifically how youth work organisations identify and access funding:
- we consider the barriers to accessing funding
 - we explore the time scales across which funding is provided
 - we consider collaboration in the sector and how that is achieved to access funding

Barriers to accessing funding.

3.25 The voluntary youth work organisations that participated in this research are aware of, and gain access to, multiple sources of income as demonstrated by the respondents to our questionnaire shown in Figure 3.3.

Figure 3.3 Sources of Funding Information Used by Voluntary youth work sector Respondents

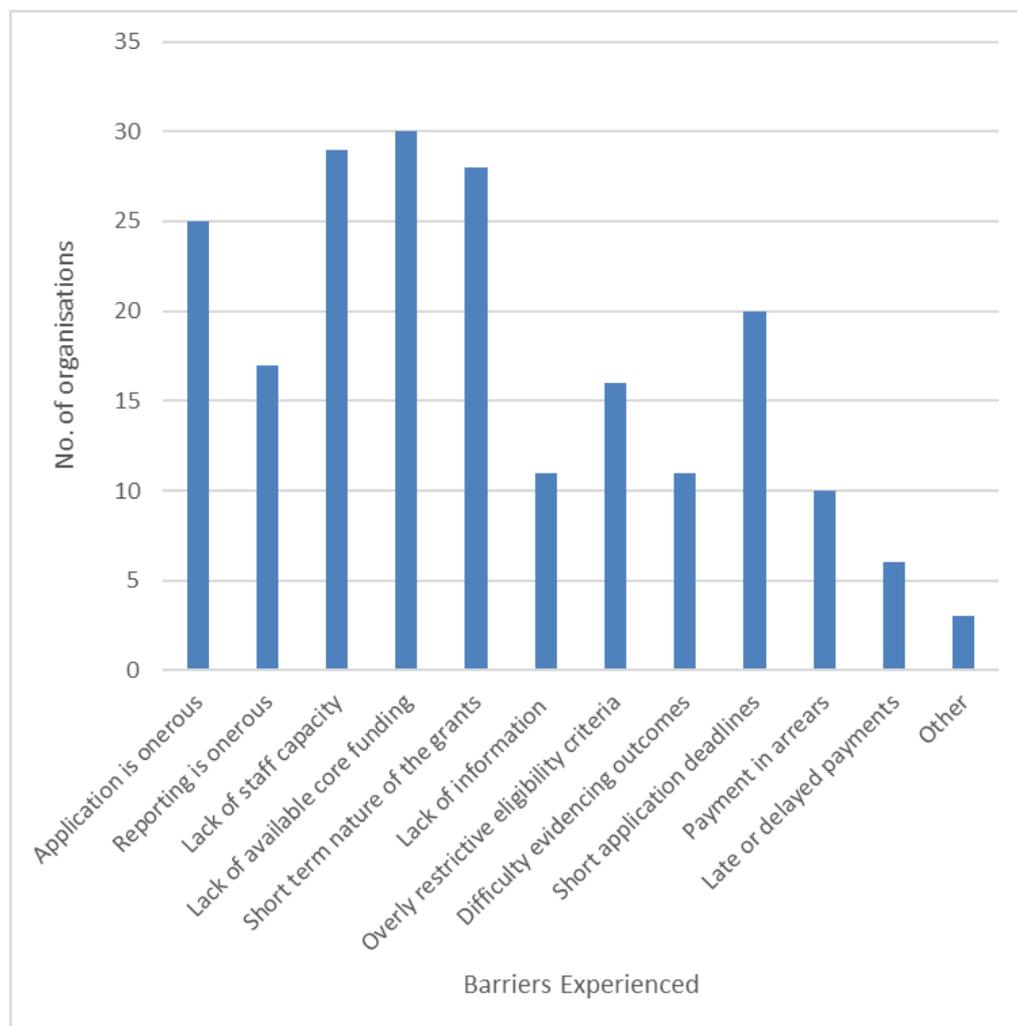
(n= 37. Each organisation may use more than one source of information)



3.26 Figure 3.4 presents the main barriers to accessing funding within our voluntary youth work sector sample. The three most common barriers were reported to be the lack of opportunities to access core funding, lack of staff capacity, and the short-term nature of many grants. Each of these barriers are discussed in more detail.

Figure 3.4 Barriers to Accessing Funding for Voluntary youth work sector Respondents

(N= 37, Note that organisations may experience more than one barrier)



3.27 The most significant barrier reported was the lack of ‘core’ investment. The instability of available core funding opportunities has an impact on nearly all organisations who have contributed to this research. This was also unanimously reported in our roadshow focus groups and focus groups as having considerable knock-on effects including the capacity to be strategic and to be able to apply for funding upon which to build a sustainable structure.

3.28 It is evident that the nature of available funding (its priorities and timescale) has a significant impact on the work that is carried out. It was noted in this verbatim quote from a roadshow focus group that an organisation had:

‘...moved to a more project delivery model, [.....] so I think we could all come up with different examples [...e.g] health, but that's not necessarily a defined service, [the organisation is] being led in part by funding, which may result in us delivering a service. It's the nature of how funding has pushed us to deliver as organisations’ (Roadshow focus group participant).

3.29 Lack of staff capacity is reported to be a key barrier to accessing funding because voluntary youth work sector organisations are spending considerable amounts of time pursuing investment. For example, our 37 questionnaire respondents told us that they made 590 separate applications for funding during the 2022.23 financial year. This equates, in their assessment, to around 10,542 staff hours to complete these applications. This figure then means an average of 17 hours per funding application.

3.30 Evidence from our roadshow focus groups, focus groups with local authority leaders and the interview with a funding organisation all indicate that there is no widespread consistency in the level of work involved across the various funding sources. There is considerable variation on the amount of work involved in completing applications for funding, in regular reporting and the amount of associated funding. The interviewee from a funding organisation noted that, 'fundes need to recognise it, how we ask people to report, the disproportionate reporting, its madness'. The interviewee went on to say in relation to monitoring and reporting, 'we do all the due diligence, up front, that is the most information we ask for, the responsibility after that, it's on us' (to ensure the organisation is compliant with funding priorities).

3.31 It was noted that applications requiring the most work were not always the largest, monetarily. In a focus group with local authority managers, one participant commented that ‘there is a remarkable disparity across grants in terms of reporting, some tiny amounts of money, with huge amounts of work, it’s well intentioned, but seems disproportionate’. A Principal Youth Officer noted in a focus group that in relation to reporting on the Youth Support Grant, ‘it’s an awful lot of work for that amount of money’. A representative of one voluntary organisation said in a roadshow focus group, that:

‘we were successful with four of our bids to local authorities through the SPF [shared prosperity fund]. So quite a success story, however. It’s been ridiculous in terms of navigating that every local authority has heard different reporting requirements, different time frames’ (Roadshow focus group participant).

3.32 Furthermore, participants in a number of our focus groups described the amount of work that individuals were doing to secure funding, but doing that valuable work voluntarily, in their own time. For example, ‘small voluntary organisations do lots of accounting in their own time’ (roadshow focus group participant), and that due to the nature of funding cycles youth workers are regularly working under notice of redundancy. One roadshow focus group attendee said:

‘We get worried about putting costs up and trying to gauge before we put raises into our community council funders – we are mindful and try to do it cheaper, but it doesn’t always mean better. The organisation absorbs costs and staff absorb hours’ (Roadshow focus group participant).

3.33 In some cases, voluntary and maintained youth work sector organisations are deciding that applying for certain funding is not an effective and efficient use of their time. One Principal Youth Officer commented that ‘we’ve now been told to ask before applying for funding, ‘is it worth it’ (Principal Youth Officer). A voluntary youth work

sector roadshow focus group attendee made it clear that their approach to raising funds is thoughtful, saying that 'if I go for that pot of funding, I have to consider how much will it cost me'.

3.34 A representative of one voluntary youth work sector organisation told us that they were in receipt of a grant of £30,000 per year but due to the administrative burden of applying for the funding, administering it and reporting on it that it wasn't worth it and that they would not be applying for the funds in the next round.

3.35 While at the same time, we hear in an interview with a funding organisation it was reported there is a low level of applications for investment from youth work organisations in Wales, out of 2,000 applications annually, only 100 applications were from Wales. This suggests there may be further potential for organisations in Wales to apply for funding which is currently underutilised.

3.36 As detailed above, our research shows that the amount of time involved in fundraising can be a barrier, especially for some smaller organisations without the back-office capacity to pursue funding as proactively as they would like. A participant in our voluntary youth work sector roadshow focus groups commented about grant applications:

'Apply for twice as much as you think you need to keep going. Not every grant application will be successful. While this can be immensely disappointing if you have dedicated a large amount of time to an application, some grant funders will provide feedback on why you have not been successful' (Roadshow focus group participant).

Funding timescales

3.37 The short-term nature of funding was also reported as a barrier among our questionnaire respondents. When we consider the pros and cons of shorter- and longer-term funding cycles, we have found

no substantial support for shorter term funding cycles. Almost unanimously, participants voiced their support for funding to be made available over longer time periods.

3.38 The Welsh Government's budget timetable provides the context in which the funding cycles for the maintained and voluntary youth work organisation can be viewed. Table 3.3 illustrates the budget setting process for the YSG. The YSG currently comprises of a 3-year funding cycle and at this report's publication is in year three of a three-year cycle (year 3 – 2024.25), the expectation is that funding will remain the same as advised through the grant award letter at the start of the three year period (pers. comm Welsh Government). The SVYWO follows a similar pattern to the budget setting outlined in table 3.3 however, there are some differences in awarding of the grant. The SVWYO grant is a competitive grant for voluntary organisations which runs in two- or three-year cycles. When there is a new round of the SVWYO grant, successful organisations will be notified when the budget has been agreed. Workplans for the duration of grant are then agreed, these are reviewed as necessary throughout the period of the grant. Some voluntary organisations will receive an initial advance payment in April, then quarterly thereafter, monitoring reports are required at six and 12 months.

Table 3.3 The Welsh Governments Youth Support Grant budget setting.

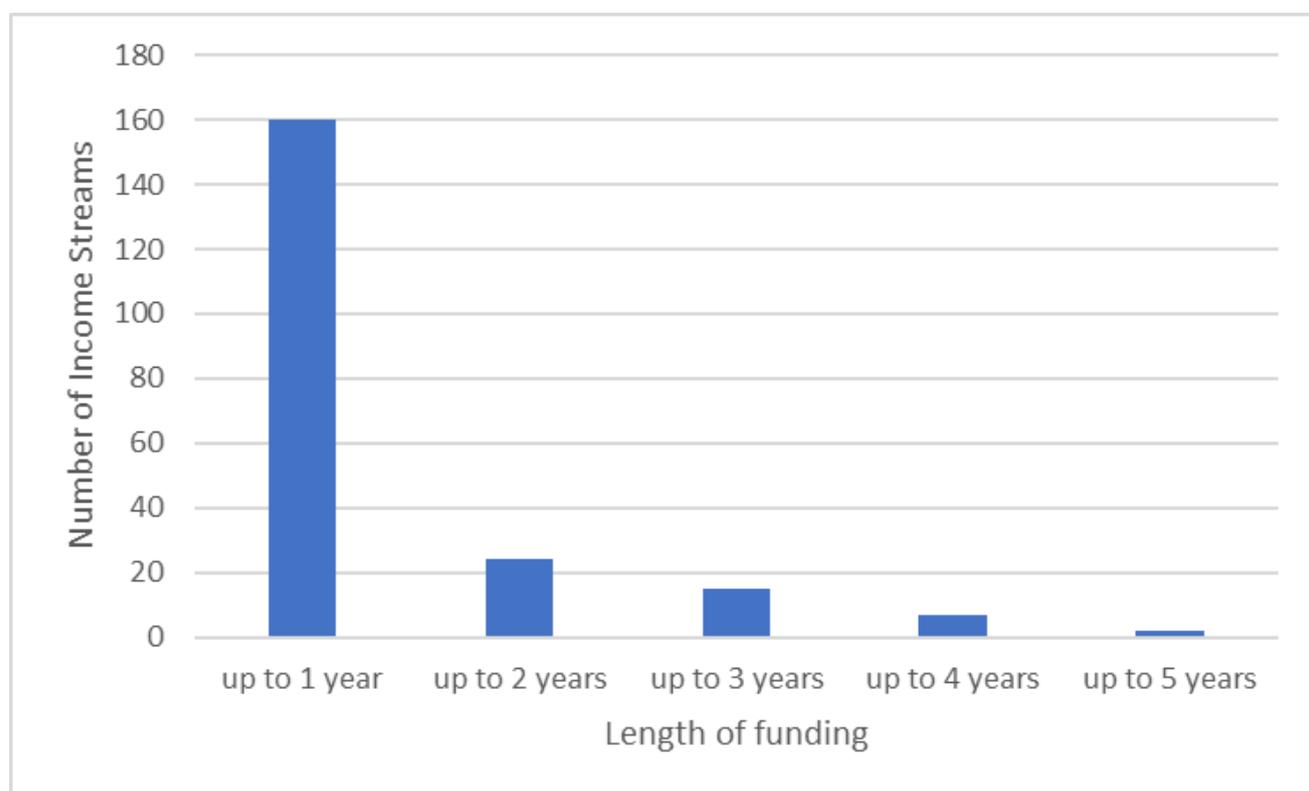
Month	Financial Activity
Mid-February	Workplans submitted to Welsh Government for the next financial year.
March	Workplans agreed for next financial year
Mid-March	End of year claims are received for the previous financial year
Mid-April	End of year monitoring reports received
End of April	Statement of expenditure evaluation to check final accounting accuracies
October	6 months claim reports received

From the Welsh Government (2023)

3.39 Figure 3.5 shows the duration of funding being made available for youth work in Wales in the voluntary youth work sector: Seventy-seven per cent of funding is for up to one year; 12 per cent is for up to two years; seven per cent is for up to three years, three per cent is for up to four years and just one per cent is for up to five years. This suggests the voluntary youth work sector is carrying out significant amounts of work in keeping up to date with potential sources of funding.

Figure 3.5 The Duration of Funding Reported by Respondents to our Voluntary youth work sector Questionnaire

(n=37).



3.40 There was also a common thread running through our roadshow focus groups and interviews within the voluntary and maintained youth work sector that the timescales associated with funding are too short. This point is not isolated to the voluntary youth work sector, a Principal Youth Officer noted the impact that this has on the sector:

‘Nothing is long term – funding is often short term – so capturing the impact in youth work terms can be difficult’ (Principal Youth Officer).

3.41 A voluntary youth work sector participant began one of our roadshow focus groups by declaring in relation to much needed short-term funding from the Welsh Government (Summer of Fun and Winter of Wellbeing) that:

‘But it was short lived.... And that's the concern as a voluntary organisation is how do you sustain what you're doing? We raise those young people and families' expectations to then find suddenly there's nowhere for them to go' (Voluntary youth work sector participant).

3.42 In roadshow focus groups the realities of insecure funding were noted. It was highlighted in one example, that we can see a reduction of 75 per cent in the amount of youth work on offer locally, due to funding decisions, specifically, that:

‘we've gone as a community organisation from four nights to, to one night a week. It's got worse, I'd say in the last two years or just post COVID, but when we had summer of fun and winter of well-being, wow, that was what an injection' (Voluntary youth work sector representative).

3.43 It is worth noting in relation to this quote that these funding sources were provided by the Welsh Government for several organisations some of which will be considered youth work, while others were part of wider services for young people.

3.44 And another roadshow focus group participant told us of the impact of this instability through a statement from a local GP who said:

‘I don't refer young people to you because I don't know if you're still going to be there'.

3.45 One roadshow focus group respondent said, ‘it's broken, there are unrealistic timescales for funding’. One roadshow focus group respondent in the south Wales valleys said, ‘we are on a cliff edge, existing on breadcrumbs, if you come back in 12 months, half these people won't be here’ (Roadshow focus group participant).

3.46 A Principal Youth Officer informed the research team that short term grant funding made available to enable the youth service to respond to the Covid pandemic had resulted in:

‘a luxurious couple of years, kids felt valued and rewarded and listened to, after that glut of unexpected funding the area is now like an elephant’s graveyard’ (Principal Youth Officer).

3.47 It was also noted that even when funding had been secured, there was sometimes late or delayed payments. Six of our questionnaire respondents cited this as a barrier. In one area a roadshow focus group respondent stated that they had received funding which had been due in April in February of the following year.

3.48 These findings represent concerns raised across the sector and are central to the remit of our research to ‘help inform the development of a sustainable model for youth work in Wales’. Consistency of investment, how that is brought in, how investment is deployed, needs to be considered in relation to a sustainable model.

Collaboration

3.49 There were examples of good practice between organisations and funders:

‘[Name of funding organisation] have very good practice, because they have short application questions, engage quickly to talk over video to inform over eligibility, communication, and support through the application process’ (Roadshow focus group participant).

3.50 It was also noted that the [Name of funding organisation] foundation have a video application process:

‘it’s easier when working with young people to provide the evidence of the cohesion of the charity’ (Roadshow focus group participant).

3.51 A participant noted that ‘Moondance has a simple application process and are on hand to discuss any changes, simple reporting and evidence of spend’ (Roadshow focus group participant). Some organisations valued the opportunity to work with funding bodies to be able to vie funds within a grant to be responsive and meet emerging

needs, this facility was seen as an important element of good practice in funding.

3.52 We found that the Strategic Voluntary Youth Work Organisations grant was well regarded:

‘it is clear in terms of length of grant, how it aligns with policy and priorities of youth work in Wales (Questionnaire respondent).

3.53 In our interview with a charitable funding organisation, we heard their strategic approach to supporting organisations; rather than just providing funding, they see their role as providing investment and work with organisations to build their capacity to be sustainable and resilient.

3.54 There were examples where voluntary youth work sector organisations have well established and sophisticated fundraising strategies which mitigate the risk of over reliance on short-term sources of funding:

‘Although we are heavily dependent on grant funding, our aim is to sustain a variety of income streams. We have, and could potentially grow, service contracts with the local authority. We sell vocational training provision to local schools for daytime sessions. We nurture relationships with local big business to encourage corporate donations. We take commissions to produce films and music (although those commissioning them often severely underestimate the production costs involved). We hire out our space for other groups to use. Our young people do their own fundraisers, running art exhibitions, open days, craft sales and offering car wash services. Diversification is key to maximise the ways in which money enters the building. It also has the benefit of showing grant funders that we are not solely reliant on them. It demonstrates our passion and flexibility and our determination to succeed’ (Voluntary youth work sector Project Manager).

- 3.55 While another voluntary organisation representative noted that:
- ‘We have a Fundraising Strategy. We developed it with help from the Institute of Fundraising. It was a good exercise to go through. We understand our organisational strengths and weaknesses, we have specific goals about how much we want to raise and what for. We have a list of ideas for how to make it happen. Some of the ideas have been implemented and some are still to do. A common theme, however, is marketing ourselves well and better, and we do concentrate on this as often as possible, trying to raise our profile, focussing on our local community, and responding to their needs’.
- 3.56 As well as the barriers to securing funding, roadshow focus group participants often discussed the importance of working relationships, with one stating ‘we work in partnership with other youth focused organisations...[and] have a number of partnerships with local organisations such as heritage groups and have worked with local schools (both senior and junior), over the years’ (Roadshow focus group participant). Another participant noted:
- ‘we are members of CWVYS and have good partnerships with other voluntary organisations as a result. We collaborate on resources and have explored joint funding bids. This, however, could be improved and the voluntary youth work sector could have more support to enable this to happen’ (Roadshow focus group participant).
- 3.57 Communication with funders, links with CWVYS and being actively engaged in local networks is seen as being important in gaining access to funding. It was noted in our questionnaire responses that 59 per cent of the respondents acknowledged that they collaborate with other organisations, 41 per cent do not.
- 3.58 One Principal Youth officer noted the ‘never ending battle to keep the lights on’ and that as budgets have reduced, ‘partnerships have diminished due to budget pressures. Having said that, the Principal

Youth Officer also noted that ‘partnership work is a bit easier when you are responsible for budgets’.

- 3.59 A Principal Youth Officer described how it worked in partnership in a forum designed to administer the Children and Communities Grant; projects being funded, from play, to Flying Start and projects funded within the youth service were all reviewed for value for money, the oversight was provided by local government officers, the process involves local authority services submitting plans which the partnership considers when plans are compliant with local strategies.
- 3.60 Levels of partnership and collaboration between voluntary youth work sector and maintained youth work sector was variable. One roadshow focus group attendee described:
- ‘a need to take the voluntary youth work sector seriously, need to be a partnership and not an afterthought’.
- 3.61 In multiple roadshow focus groups with voluntary youth work sector representatives, we heard of a lack of timely information sharing, and one attendee noted that there was ‘no strategic or joint planning, gap analysis or information sharing’. In another roadshow focus group it was said that ‘decision making isn’t clear, it doesn’t seem joined up’.
- 3.62 In another focus group it was said by a representative of the voluntary youth work sector ‘we are not part of the strategic decision making and planning with the local authority’ (Roadshow focus group participant).
- 3.63 These comments represent multiple examples across Wales where relationships are seen as important, but where joint working locally between the voluntary youth work sector and the local authority youth service is felt to be in need of improvement.
- 3.64 19 per cent of voluntary youth work sector respondents to our questionnaire feel they are able to influence spending decisions in the

local authority, whereas 81 per cent feel they have no influence on local authority decisions.

Expenditure

3.65 This section will outline an analysis of expenditure:

- an overview of the perception of spending is presented,
- a review of *reserves*
- staffing is considered (including paid employees and volunteers)
- investment in training is considered.
- and finally, we present an overview of total expenditure across the maintained and voluntary youth work sector.

Perceptions of spending

3.66 The qualitative data from our roadshow focus group focus groups presented examples of cuts to the core budget and resultant reconfiguration of services. For example, a Principal Youth Officer spoke about the pressures arising from cuts to the core budget, confirming the common situation that core funding is used for universal provision and that because of cuts, the service had reconfigured, moving from having 14 part time centres to two centres and a street-based team. Another Principal Youth Officer stated that in their area there had been cuts which had seen youth clubs reduced from 22 to three in number and that the core budget had been as low as £30,000 per year. While another Principal Youth Officer noted that ‘the last 18 months had seen the biggest turnover ever, people are leaving to take jobs which are better paid’.

Reserves

3.67 It is good practice for voluntary youth work sector organisations to hold reserves. The Charity Commission (2023) define reserves as “part of a charity’s unrestricted funds that is freely available to spend on any of the charity’s purposes” and, depending on the policy of the organisation a certain level of these funds may be held, or worked

towards, in order to mitigate risk from funding delays, shortfall and other liabilities.

- 3.68 We found that reserves increased in 2021.22, by 16.7 per cent and in 2022.23 financial year the reserves increased by 6.08 percent. These figures were not adjusted for inflation. Furthermore, national voluntary organisations reserves are approximately four times larger compared to local voluntary organisations. Four organisations reported no reserves at all, and five organisations reported no change in the levels of their reserves since 2020.

Staffing

- 3.69 There has been a 75 per cent reduction in the number of volunteers in the maintained youth work sector between 2010 and 2023 (see Figure 3.6). Analysis of our questionnaire responses shows that the voluntary youth work sector has significantly more volunteers; for every 1 full-time employee, there are 30 volunteers within the voluntary youth work sector (average full-time employee to volunteer ratio between 2020.2023) compared to 1 full-time employee to 0.15 volunteers in the maintained youth work sector, reported in the annual audit data.
- 3.70 Our questionnaire responses indicate there are approximately 8,880 volunteers in total volunteering at the questionnaire respondents' organisations. Assuming at least 171 organisations across Wales, we estimate there are 44,400 volunteers working within the voluntary youth work sector across Wales. The significantly lower numbers of volunteers will mean the cost of projects run by the maintained youth work sector will be more costly. Furthermore, due to the national minimum wage increasing from £5.93 in 2010 to £10.42 by 2023 this has increased pressures on wages of staff who work within administration or are early career youth work staff.

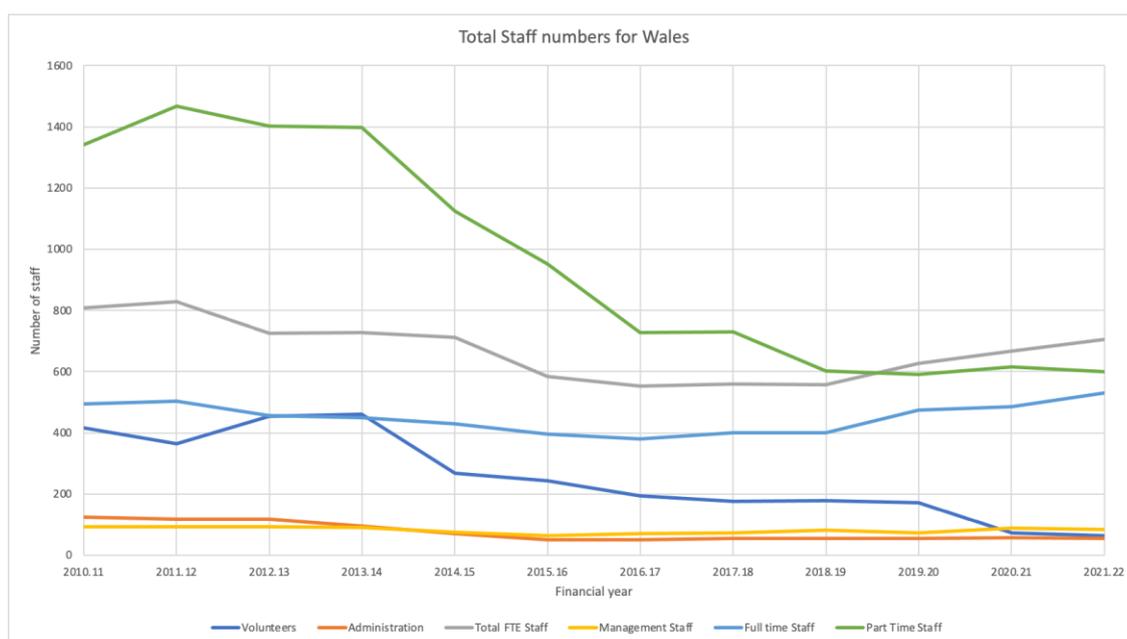
3.71 Evidence from our focus groups, shows the implication of these high level of staffing costs in the maintained youth work sector. It was noted in all interviews that budgets have been under pressure every year for over a decade, this is represented by the following quote that:

‘the statutory youth service are having to make disproportionate cuts over a long period of time’ (Principal Youth Officer).

3.72 There was a widespread sense of inevitability of reducing budgets within local authorities. It was noted that:

‘the impact of budget cuts mean irregular services, staff feeling guilty, our Chief Executive sent a letter of support to staff, this means shuffling the pack’ (Principal Youth Officer).

Figure 3.6 Total Number of Maintained Staff by Job Role Between 2010-2023



Investment in Training

3.73 Expenditure on training in 2022.23 was higher in the maintained youth work sector, compared to voluntary youth work sector respondents. The average-maintained youth work sector training expenditure is 1.26 per cent between the 2010 and 2023 financial years and has been stable which is indicative that local authorities have attempted

expenditure planning on training, albeit varying on a yearly basis due to funding cycles. Our analysis highlighted that that Ynys Môn reported they spent 13 per cent of their total expenditure on training (2022-2023, financial year), this is a significant increase on prior years and significantly different to other authorities.

- 3.74 Workforce development was viewed as important by Principal Youth Officers and training and progression opportunities are integral to effective workforce development. Principal Youth Officers stated that they are providing significant amounts of in-house training, investing in training for their staff, one said he has a strategy to 'grow our own' youth workers. Another Principal Youth Officer noted that 'youth work is a job, it's not a career, there's no progression'. While another Principal Youth Officer added that in relation to professionally qualifying training in youth work 'you would have to be off your head to go to uni and come out in debt and earn poor wages' (Principal Youth Officer). This highlights some of the challenges facing the sector in building a sustainable model.

Overview of total expenditure across the maintained and voluntary youth work sector.

Figure 3.7a. 2010-2011 Total Expenditure Allocation-Maintained Youth Work Services

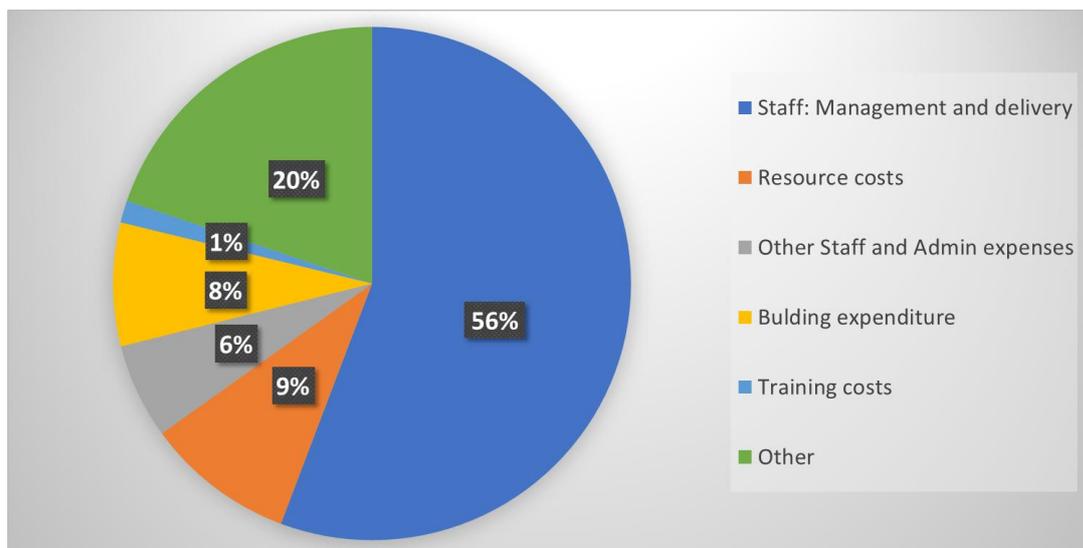
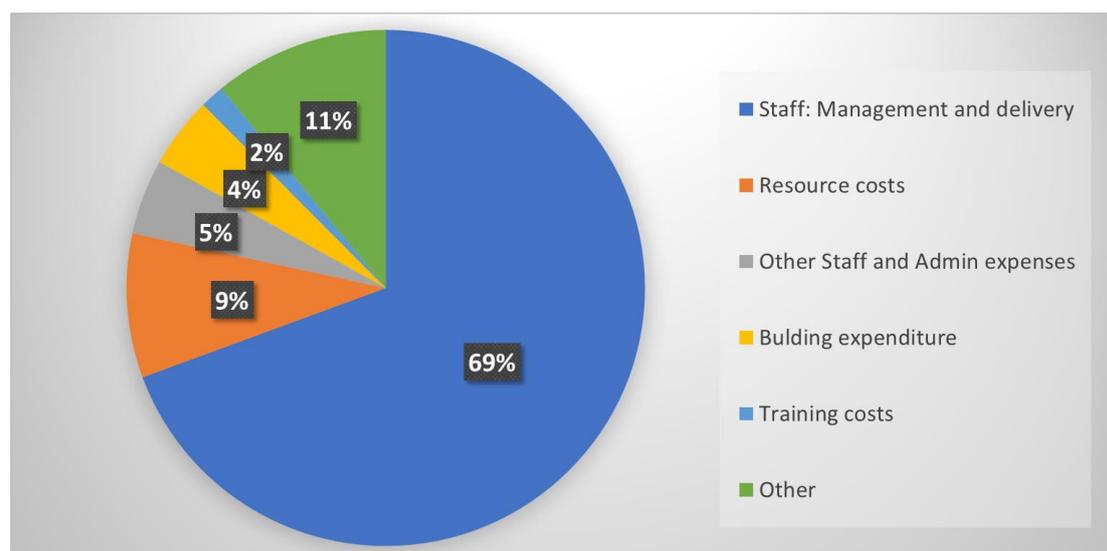


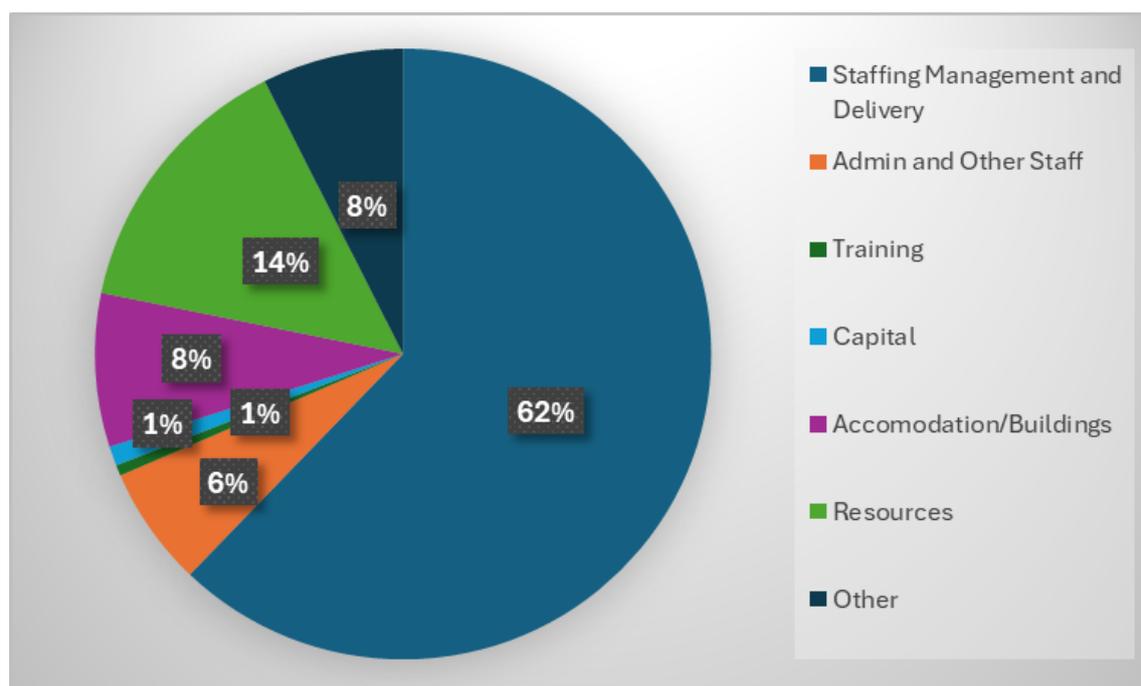
Figure 3.7b. 2022-2023 Total Expenditure Allocation Maintained Youth Work Services



The pie charts have been made utilising real numbers which are CPI adjusted using the ONS index to 2022.23 financial year. Percentages are rounded to the nearest whole number.

3.75 Figures 3.7a and 3.7b illustrate the spending allocations made by the maintained youth work sector in 2010.11 and 2022.23 financial years. Staffing wages, resource costs, other and administrative expenses, training and building expenses represent 80.2 per cent and 89.1 per cent of the total expenditure in 2010.11 and 2022.23 financial years respectively. The largest trend has been the significant increase in wage costs over the last 13 years with a 13% rise in staff expenditure. Building expenditures have halved over the same period. This is due to the sale of older buildings, movement of hubs to rental units to avoid costly maintenance, and the non-replacement of rental buildings. Resource costs remain constant over the period.

Figure 3.8 Total Expenditure Allocation Voluntary youth work sector respondents for 2022.23



3.76 Figure 3.8 shows how expenditure is proportionally similar to that in the maintained youth work sector. However, buildings expenditure, relative to total expenditure, is twice as high for voluntary youth work sector organisations. Additionally, resource costs, compared to overall expenditure, are five percentage points higher for the voluntary youth work sector compared to the maintained youth work sector.

3.77 In 2022.23 the maintained youth work sector 11 per cent of expenditure is categorised as ‘other’ and the voluntary youth work sector have 7 per cent of expenditure in this category. For the maintained youth work sector, the annual audit from which the data is sourced does not specify the kinds of costs that youth services may categorise as ‘other’. However, in the voluntary youth work sector questionnaire responses, some examples of ‘other’ expenditure that we were given include insurance costs, payroll fees and audit fees. With similar expenditure profiles, both parts of the youth work sector are exposed to rising costs, particularly staffing costs.

Governance, Accountability and Decision Making

3.78 This section will look at the decision-making processes and accountability in the voluntary and maintained youth work sector:

- the different ways in which local authorities allocate funding is considered
- Voluntary youth work sector governance
- collaborative decision making is reviewed
- the level of involvement of young people is discussed.

Allocation of funding in local authorities

3.79 Our roadshow focus groups, focus groups, and interviews identified that participants in different sectors have diverse views of the relative benefits and drawbacks whether that be in the maintained youth work or voluntary youth work sector. It was noted by participants in the maintained youth work sector that the voluntary youth work sector are able to apply for a higher number of funding sources than the maintained youth work sector and that this brings a level of autonomy. Voluntary youth work sector organisations often commented that the maintained youth work sector has core funding that can be relied on and that this gives them a greater level of consistency. This was not supported in interviews with local authority officers who felt their budgets were under constant downward pressure.

- 3.80 The funding decisions for maintained sector youth work happen within the context of the wider local authorities in which they operate, so it is important to understand how local authority funding works. The annual local government finance settlement determines how much of the funding is provided for Wales, and how much will be given to each local authority. This funding is known as the Revenue Support Grant (RSG) and Non-Domestic Rates (NDR) it is distributed on the basis of a needs-based formula. A joint Welsh Government and local authority working group, called the Distribution Subgroup is responsible for ensuring the formula is reviewed regularly. Other local authority funding is raised locally in the form of council tax which is set by each local authority as part of its annual budget setting process. In addition, local authorities can apply for additional funding through the Welsh Government grant programmes. (Welsh Government, 2023, [Stats Wales Youth Work](#)).
- 3.81 Within the Revenue Support Grant, each service area (in this case the youth service) is allocated a nominal amount of funding. The RSG figures are notional budget figures and serve as building blocks for the overall Standard Spending Assessment, 'they do not represent spending targets for individual services and are not meant to be prescriptive in any way' (Welsh Government, 2020, p.VII). The notional level of this RSG funding is calculated as part of the process of standard spending assessment with the purpose of establishing needs and availability of resources setting. The RSG involves assessing population figures, up-to-date pupil numbers and the types of things that you think might drive need in individual areas.
- 3.82 The use of the Revenue Support Grant by local authorities is un-hypothecated for all areas, including youth work, and, as such, is subject to local policy making. This means this figure is nominal only and local authorities are free to make their own spending decisions.

3.83 This has resulted in a large variation across Wales, as is demonstrated by Table 3.4, which shows how much of this nominal RSG figure reaches each local authority youth service as core income. 100 per cent indicates that the core youth service budget in that local authority matches the nominal figure allocated in the Welsh Government Revenue Settlement. A figure higher than 100 per cent indicates that that local authority has invested more than the nominal RSG figure.

Table 3.4 Core Youth Service Budget of each Local Authority Youth Service as a Percentage of the Welsh Government Revenue Settlement for Youth Work

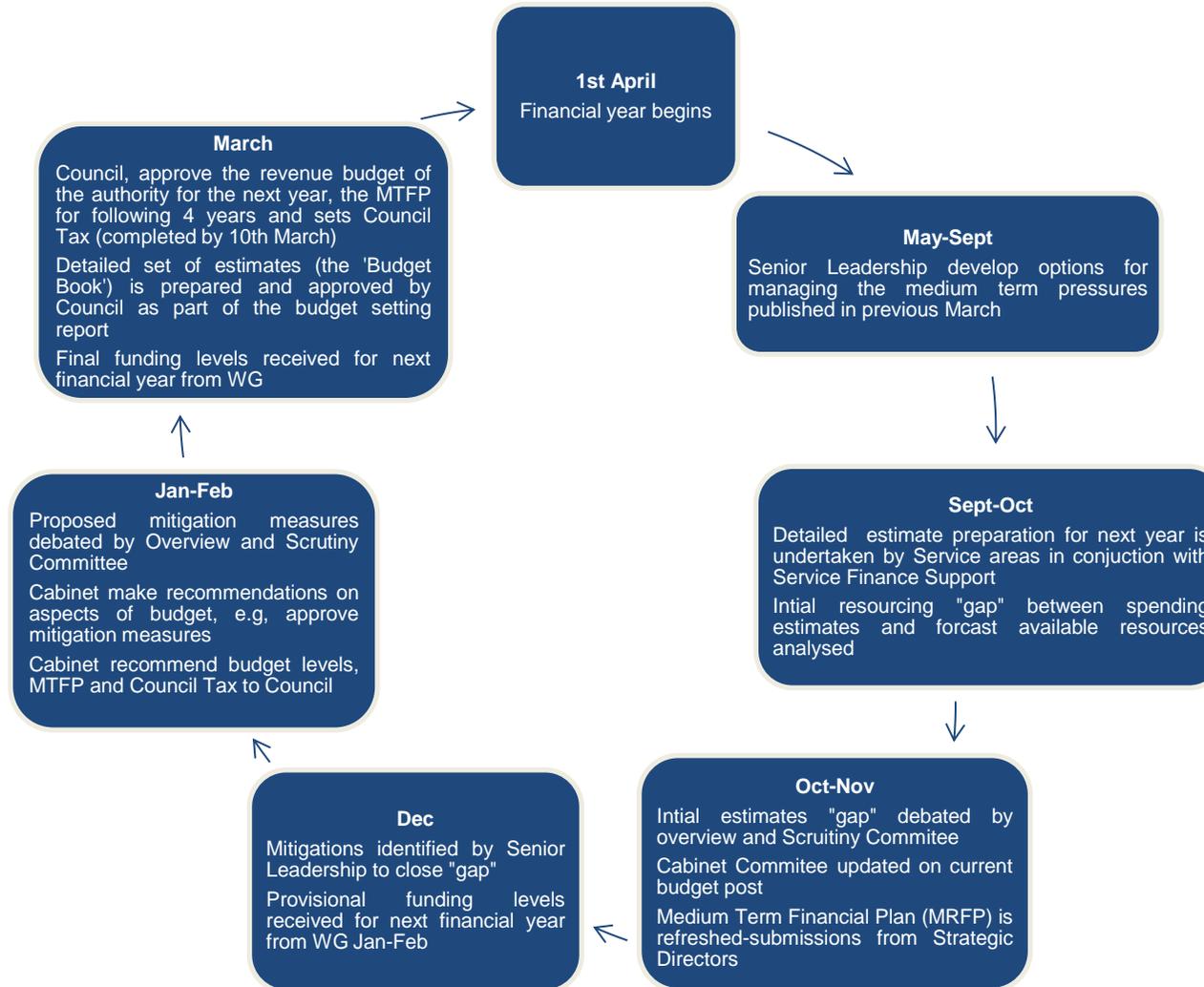
Local Authority	Per cent 2020.21 (%)	Per cent 2021.22 (%)	Per cent 2022.23 (%)
Isle of Anglesey	120	139	157
Gwynedd	107	99	117
Conwy	111	124	115
Denbighshire	96	91	90
Flintshire	110	108	103
Wrexham	139	139	140
Powys	73	85	106
Ceredigion	37	73	64
Pembrokeshire	67	73	78
Carmarthenshire	64	91	81
Swansea	43	28	26
Neath Port Talbot	56	58	55
Bridgend	18	52	23
Vale of Glamorgan	131	136	133
Cardiff	54	70	66
Rhondda Cynon Taf	140	128	118
Merthyr Tydfil	121	138	133
Caerphilly	106	97	117
Blaenau Gwent	91	96	79
Torfaen	96	100	95
Monmouthshire	135	136	98
Newport	17	24	15
All Wales Total	82%	87%	84%

3.84 Newport, Bridgend, and Swansea consistently have the lowest amounts of core youth service budget in comparison to the RSG

figure. Ynys Môn, Merthyr Tydfil, Rhondda Cynon Taf, Wrexham, and Vale of Glamorgan consistently allocated more than the nominal RSG figure to their core youth service budget.

- 3.85 The range of these figures is worth noting; between 15 per cent and 157 per cent of the notional youth work RSG settlement figure. This demonstrates that there exists a disparity in the funding of youth work across Wales of youth work in the maintained youth work sector.
- 3.86 Decisions regarding allocation of core funding and dispersal of the RSG are not made at the level of Principal Youth Officers, but rather at corporate Director/local elected member level. It was consistently noted that Principal Youth Officers did however make decisions concerning the use of the Youth Support Grant funding (discussed in the Income section). In relation to core funds, this was allocated centrally, and thus the Principal Youth Officer had 'no say over that'.
- 3.87 We found that this was the case in most authorities; another Principal Youth Officer noted that:
- 'I am not privy to the core budget setting process, I get to know my budget in February for the year ahead'.
- 3.88 The majority of Principal Youth Officers that took part in our focus groups described their cycles of business planning, often planning on a three-year cycle. Figure 3.9 provides an illustration of the budget setting cycle within one local authority. Pressure points are evident within the process as are priorities, to work with 'pressures' and to identify 'gaps' and 'mitigations'.
- 3.89 The local authority budget setting process can be viewed in Figure 3.9. The information included in Figure 3.9 was provided by a local authority senior manager subsequent to a focus group.

Figure 3.9 Example of a Local Authority Annual Budget Setting Process



3.90 Overall, there are different levels of scrutiny of the maintained youth service, with some Principal Youth Officers seeing the process as an opportunity for their service to demonstrate successes, while in other areas scrutiny around decision making was a consistent process. In one local authority it was noted that:

‘the scrutiny and governance burden’ (of the maintained youth service by elected members) is extraordinary’ (Principal Youth Officer).

3.91 Within this scrutiny process there was a perception that ‘youth work is a small fish in a big council pond’ (Principal Youth Officer). It was reported in three of the four focus groups with Principal Youth Officers, that local elected members viewed local youth provision as valuable, but budget pressures mean it is not always possible to have youth work in an area. In our voluntary youth work sector roadshow focus groups, it was noted that youth work is financially a small fish but politically, a big fish at a local level. This is supported by the quote that:

‘Elected members want youth service in their backyard’ (Principal Youth Officer).

3.92 It was also suggested that local circumstances could be an advantage to the youth service, specifically, that:

‘Positioning, it’s more luck than judgement, it has a big influence, how chummy you are, how influential your members are and having a location that values your work’ (Principal Youth Officer).

3.93 This suggests that some decisions, at a local level, are taken in a more *ad hoc* or responsive way. For example, in one local authority it was noted that serious incidents of crime and disorder had resulted in the local authority making available an extra £100,000 per annum for youth work and that the council scrutiny committee had made a pledge that:

‘Every area will have a youth worker’ (Principal Youth Officer).

3.94 The following quote from focus groups shows the regard given to mapping and developing provision based on local needs:

‘Recent studies and data show that more young people in the county are being impacted by circumstances of hardship and living in child poverty. This has sadly resulted in a greater demand for services at a time when budgets are reduced, putting pressure on many services to become more targeted in their approach or increase thresholds of suitability. The CCG Steering group will look to proactively inject additional support to assist with priority areas identified in the recently drafted Tackling Poverty Strategy’ (Principal Youth Officer).

3.95 It can be seen from this example that local authorities are under pressure; communities are in increasing difficulty and that the overarching planning group is explicitly acknowledging the need for increased targeting as a result. Locally, this may be an example of pressures on the youth service to adapt to specific needs rather than providing a holistic, universal service which is equally accessible to all young people in the area.

3.96 We have repeatedly been told by focus group participants that the objectives and requirements of grant funding, can constrain spending decisions. This can also steer services towards more targeted work, for example:

‘the prioritisation of grants influence how money is used, for example, the voluntary youth work sector strand, the Welsh language strand and the wellbeing strand, ring fencing money for the voluntary youth work sector is useful’ (Principal Youth Officer).

3.97 In one service it was reported that 75 per cent of the budget was generated from grants, ‘there are eight main strands of funding, mostly Welsh Government, then some Police and Crime

Commissioner and Ministry of Justice'. In relation to decision making around these grants and the work that goes on, it was said that:

'all grants have terms and conditions, Families First, School Based Youth Work, the Shared Prosperity Fund now pays for 16 plus staff, this comes with an industry of monitoring and reporting, lots of data is generated to justify spending' (Principal Youth Officer).

3.98 In one local authority area a Principal Youth Officer identified how the maintained youth service had developed a two-fold strategy. The Principal Youth Officer stated a real commitment to universal, community-based youth work in the belief that community-based services are needed by young people and also provide an effective form of early intervention. The Principal Youth Officer had made a case for the preventative value of universal work and the local authority had continued to invest in that provision. At the same time, the Principal Youth Officer was in a position to pursue additional funds to be able to respond to the more acute needs of young people in the area through more targeted work. Another Principal Youth Officer reported that 'the local authority does have a community offer and community provision, though we do spend a lot of grant income on targeted work'.

3.99 Participants in our Principal Youth Officer focus groups highlighted that financial pressures also influence decision making, with one participant stating that 'due to funding pressures, we are constantly robbing Peter to pay Paul' (Principal Youth Officer). This statement provides evidence that short term budget pressures limit the potential for longer term business planning.

Voluntary youth work sector governance

3.100 In terms of the voluntary youth work sector, charities are accountable to the Charity Commission for England and Wales 2023, whose guidance suggests that trustees of charitable organisations should be guided by certain principles when making decisions. There is no one

universal system of governance, organisations with sound governance are guided by laws and regulations to define how the board and management should operate (Chartered Governance Institute UK and Ireland, 2024).

3.101 Roadshow focus group participants identified that their internal governance arrangements aid their sustainability, it was also noted in our roadshow focus groups that partnerships, consortia, and active county voluntary councils can support good governance within the voluntary youth work sector. Looking at governance at a local level, across organisations, it was noted that there is potential for collaboration in fundraising:

‘I would like to see that consortia, bids. Organisations with full time staff are getting the awards because they've got full time workers working on those awards’ (Roadshow focus group participant).

3.102 The governance of voluntary sector youth work organisations depends upon the legal status of those individual organisations and, therefore, how they are constituted: examples include companies limited by guarantee as well as being a registered charity. A registered charity could comprise: a registered charity only; a social enterprise; a community interest company. Such organisations may then be overseen by Executive or Management Committees, comprising elected Directors and/or Trustees. Those same Directors and/or Trustees are ultimately responsible for the overall running of the organisations but if/when staff are in post Directors/Trustees provide support where they are able. However, they would largely leave the practicalities to those staff to use skills and knowledge to attempt to secure funding, including how and where it is sought and how it is utilised. In some organisations, Trustees might use their experience to help to research and/or submit bids for their respective organisations.

- 3.103 Paragraph 3.105 contains a quote from a trustee which illustrates how one organisation has had to diversify and change over a period of time, from being purely for young people to evolving to a more generic community provision to ensure it remains sustainable. Our roadshow focus groups identified good practice in organisations, where in one case, a voluntary sector organisation maintained a register of funding applications and their progress. At the time of our roadshow focus group the organisation had 50 funding applications underway, the manager kept a register of these applications with a traffic light system showing their progress. This register was an important aspect of the manager's monthly reports to the management committee. There was a considerable variety in funding applications being made, for revenue and capital funding, including applications for well-being projects, for food and hygiene projects as well as capital applications for refurbishment and improvements to the building. No funding applications were made without the approval of the management committee.
- 3.104 To aid governance with sound decision-making, it was noted that organisations have needed to evolve, one voluntary youth work sector roadshow focus group participant stated:
- '27 years ago...I got the luxury of being a trustee 27 years ago, the project was set up specifically for young people', but the organisation has had to adapt, now 'We have now had to become an all singing all dancing community provision to hope to survive. If we've had to go out and do early years and childcare to bring the funding in to be able to keep a brilliant full-time youth and play coordinator' in post (Roadshow focus group participant).
- 3.105 Local arrangements for planning, monitoring, and evaluation differ; voluntary youth work sector organisations at our roadshow focus groups discussed how they are involved in completing evaluation reports for management committees and funding organisations and

acknowledge their accountability to local communities, including community councils and local authorities when they are in receipt of local authority investment. Our research found that this can be burdensome, particularly for smaller organisations.

3.106 In one of our roadshow focus group events, an attendee noted that pre-determined funding ‘targets are out of date’ and can limit how youth workers keep their practice up to date with the rapidly changing experiences of young people. Clear, useful organisational purposes are necessary for good governance. Organisation’s governance structures and systems develop targets. The timescales involved in applying for funding and receiving confirmation can mean that the needs of young people have moved on more quickly, and that resultant practice may be pursuing out of date targets. It is important to note however, that these specific targets may be valuable and meaningful in their own right. The subsequent discussion considered that funding bodies should adopt a proportionate approach to their application processes, reporting and the impacts they expect. A senior manager suggested clear and consistent Key Performance Indicators would help define youth work and its purpose. The inconsistency of reporting requirements was also commonly reported as a weakness, and that in some cases the reporting requirements are disproportionate to the amount of funding awarded.

3.107 Considering an organisation’s internal governance arrangements, it was noted in our Roadshow focus groups that voluntary youth work organisations have robust internal quality assurance arrangements in place:

‘We can defend our internal practises. How many people we've gotta have in places and reflective practise and debriefs and all of that kind of stuff. We do as much as we possibly can’ (Roadshow focus group participant).

3.108 One organisation described developing a system of monitoring the impacts of youth work:

‘So we would provide lots of data using things like Warwick and Edinburgh (Mental Wellbeing Scale) in terms of distance travelled, but what we found after five years that the local authority wouldn’t accept that because they won’t accept the voice of the third sector investigating itself’ (Roadshow focus group participant).

Collaborative decision making

- 3.109 Voluntary youth work sector focus groups indicated, a perceived lack of transparency in how local authorities allocate funding. One respondent said:

‘it’s a them and us situation, it’s a secretive process’ and ‘where is their rationale’ for decision making?

- 3.110 This quote is further qualified by comments from our roadshow focus group participants on the transparency and timescales of decision making, that bureaucracy in layers of management and accountability create inertia around funding. It was noted that:

' [its] about transparency and it's about ... those that information is coming from, it's important that we don't forget that. The local authority staff are under scrutiny you know, so that's where it's gotta get back to as well. So I'm so pleased to see this consultation happening because it has to get back to Welsh government who make those decisions, who give the unrealistic timelines. [...]I've been part of a massive contract with my day job and it was so unrealistic from the beginning and we told the policy officers this is not gonna work. They didn't listen. Lo and behold, it didn't work because it was unrealistic. The time scale and the numbers of people..... So it's got to get back up the chain' (Roadshow focus group participant).

- 3.111 The quote above refers to the Welsh Government and funding, but local authorities also have their own hierarchies and levels of scrutiny which impacts on decision making. When we look at this along with other data on timings of funding decisions and on the release of fund, this can create difficulties and pinch points in terms of cash flow for some organisations.

- 3.112 The transparency of decision making and the use of intelligence rather than simply data, was also noted in a roadshow focus group:
- ‘. We filled in lots of evaluation forms, distance travelled, all of those things year after year after year, right? I submit them, I see no difference whatsoever. Where’s this stuff going, who is looking at it, what changes are being made, we can do it for our own use, but in terms of policy interaction what happens to it? Why do we do it if it brings no change?’ (Roadshow focus group participant)
- 3.113 We found, in some local authorities, collaborations are meaningful; in others, collaborations appear to wane when available funding becomes scarcer. One Principal Youth Officer made the point that losing links with the community is a ‘risk to losing market intelligence’ and keeping up to date with current trends and themes locally, this demonstrates that local knowledge and collaboration is important to provide evidence for making sound decisions when it comes to business planning.
- 3.114 In one area, the Principal Youth Officer was keen to collaborate with the local providers and outlined the local strategic approach:
- ‘I chair a multi-agency partnership [Name of Group] – this is open to all organisations to attend who work with young people, with a focus on the Youth Engagement and Progression Framework. We actively seek out any organisation that works with young people to be part of this group. A number of practitioner forums sit under this group. In addition, we run a monthly Youth Partnership Hub for all organisations who support young people to attend, to network and to share best practise. Joint funding bids and activity fall out of this group’ (Principal Youth Officer).
- 3.115 Two Principal Youth Officers described their current practice of contributing to local planning arrangements with clear governance and accountability structures and systems. Governance of the local

Children and Communities Grant (CCG) is undertaken by the multi-agency CCG Steering Group, and that:

‘The CCG Steering Group meets three times a year, our meeting schedule has now been brought in line with our WG monitoring schedule. A CCG representative attends the HSG (Housing Support Grant) group, and vice versa, to ensure there is synergy across the funding streams and all opportunities including co-production are maximised. We are already seeing the benefits of this closer working arrangement, with joint commissioning opportunities naturally presenting themselves and allowing all parties to enhance the impact made by combining suitable funding streams to the benefit of residents’ (Principal Youth Officer).

3.116 This quote demonstrates how at a local authority level, the planning of a range of services is done through working together with the aim of increasing efficiency and effectiveness.

3.117 It was noted in our voluntary youth work sector roadshow focus groups that there is sometimes competition for funding but that a more effective management model would develop collaborative projects, rather than the current situation, which reportedly promotes competition:

‘At the moment when money comes around, we all fight. We got to, we have to. That’s the point. I know we do and I know I fully understand why it happened yet, but what is our responsibility to actually collaborate. What happens at the moment and the image I would use is this, I’ll. Take this bone. Of food. Yeah, I’ll throw it. In the middle of there. Who can grab it first? That is the approach of the moment. And the bigger charities and youth groups and all that. They Hoover up as much as they can, and they. Have to and if I was in their position. I’d be doing the same, but I’m not in a position with a small middle scale organisation’ (Roadshow focus group participant).

- 3.118 Having heard that funding opportunities can create a sense of competition, it is the case that opportunities are provided for the development of collaborative projects both within the Strategy Voluntary Youth Work Organisation Grant and the Youth Support Grant.
- 3.119 It was noted during roadshow focus groups that local support for voluntary youth work organisations from local CVCs can be helpful in supporting organisations to remain sustainable. One participant noted:
- ‘Thanks to (the CVC) and I don't want to embarrass, I don't wanna embarrass anyone, but if it wasn't for the staff their role and how good the CVC team are about standing up for the third sector and charities, we wouldn't be where we are now. You know, and it's thanks to your hard work we are still here’ (Roadshow focus group participant).
- 3.120 It is clear from the roadshow focus groups that voluntary youth work sector youth work organisations have robust governance arrangements in place. More meaningful collaboration between the voluntary and maintained youth work sector may strengthen governance arrangements, ensuring greater accountability through enhanced transparency in decision making.

Level of involvement of young people

- 3.121 There are examples of young people being involved in the governance process, it was noted in one interview that:
- ‘We run an annual consultation with all young people across the borough. We also run bespoke consultations for each section/project area in the service throughout the year to help check we are meeting the need and making changes if not e.g. following a recent consultation, we re-organised the service to all full time staff being required to work a minimum of two nights a

week, to meet the needs identified with young people' (Principal Youth Officer).

3.122 The active involvement of young people appears to vary, young people are routinely involved in identifying what activities they would like to take part in. In some organisations young people are involved in identifying their needs and work within clear structures to aid business planning, monitoring, and evaluation, this is exemplified in the following quote from a Principal Youth Officer:

'In addition to the annual consultation, young people are involved in the planning and delivery of programmes within each Youth Service project or area e.g. youth clubs, Post 16 team, 11-16 team, D of E, Detached, YEP team. We have an advisory group of young people who recruit all new staff and help prioritise our work. Young people evaluate the programmes and sessions, which feeds into the recommissioning process' (Principal Youth Officer).

3.123 Responses to our survey of voluntary sector organisations indicate that young people's involvement in fundraising is valued. Organisations appreciate funders who encourage young people's involvement in the fundraising processes, dependant on the nature of the funding organisation's processes. For example, it is reasonable to expect that for some young people, creating a short video would be a more inclusive means of applying for funding as opposed to a lengthy and complication application process.

3.124 There are other examples where young people and members of the community can challenge corporate decisions. One Principal Youth Officer related an example to our researchers where, when faced with the closure of a youth club in a rural area, the local community organised itself to oppose the closure, generated a petition with over 400 signatures which was submitted to the authority and the club remained open.

3.125 We heard examples where young people are actively involved in decision making at different levels of an organisation. The Youth Work Strategy for Wales (The Youth Work Strategy for Wales, gov.wales), identifies that young people should:

‘...participate in the development of decisions that affect them and be given access to procedures which enable them to question and challenge decision-makers; there should be meaningful partnerships with young people to make this a reality.’ (Welsh Government, 2019, p.12).

3.126 Evidence from our interviews with the maintained youth work sector consistently demonstrated that young people’s involvement in decision making happens routinely in local contexts, often through informing programmes of work and in the recruitment of youth workers. We found fewer examples of young people being actively involved in decision making at a more strategic level although there were examples of good practice. There were also examples where young people were holding youth service managers to account, one Principal Youth Officer noting that:

‘we hold borough wide meetings, I face a room full of 100 young people where I am held to account for decisions I make by the chair of the local youth council’ (Principal Youth Officer).

3.127 We have found examples where young people are consulted about the youth work they are involved in, for example in programme planning and identifying what they want to do over the next period of time. However, from our research it appears that practice varies across Wales and suggests that there may be missed opportunities for young people’s views to be heard and acted upon more consistently at a local and national level, in line with the children and young people’s national participation standards (Cafcass Cymru, 2018: <https://www.gov.wales/children-and-young-peoples-national-participation-standards>).

4. Conclusions

4.1 The overall aim of this research was to review youth work funding across Wales within the voluntary and maintained youth work sector to support the development of a sustainable funding model for youth work in Wales. A mixed method approach was adopted in the study in line with other similar approaches as identified in the REA. This report outlines the evidence collected which addressed the four key aims of the research which were to:

- review the current funding levels providing an overview of income and expenditure and a consideration of the sustainability of the funding sources
- undertake a review of the funding processes including the barriers to accessing funding
- an analysis of how monies are expended
- and, a review of the governance of organisations i.e. how are decision made on funding and expenditure and how young people are involved in the decision making.

4.2 The evidence collected for each of these aims is summarised here. First, to review the current funding levels providing an overview of income and expenditure and a consideration of the sustainability of the funding sources. Both the voluntary and maintained youth work sector have experienced an overall reduction in funding in real terms. The proportion of income from different sources has fluctuated demonstrating a lack of stability for voluntary organisations across a three-year period. The number and variety of funding sources for the voluntary youth work sector organisations will inevitably lead to greater time spent on applications and reporting requirements. Less than half of the voluntary youth work sector who responded to the questionnaire considered that funding levels were adequate to sustain their current levels of provision and in the long term most were not at

all confident in their ability to maintain their services. The significant number of different funding streams utilised by the voluntary youth work sector leads, in many instances, to a complex funding model that may prove difficult to maintain in the longer term.

4.3 Second, a review of the funding processes including the barriers to accessing funding. There are significant barriers identified to achieving adequate funding for youth work services in Wales. Many organisations seem to be in perpetual motion in applying for the next set of funding to keep them going. This is because of the short-term nature of the funding, the possibility of applying for funding longer than three years is minimal. The time that organisations have to invest in grant applications (which may not necessarily be successful) too often relies on people doing additional work in their own time. Taken together this leads to instability of youth work provision in the sector. Some organisations are working to mitigate these issues through diversifying their funding streams, working directly with funders, and where possible, working with organisations most notably CWVYS within the voluntary youth work sector. There is also collaboration across into other sectors who work with young people to come to mutually supportive funding models. The relationship between the voluntary and maintained youth work sector is reported as not always being mutually beneficial in some areas in Wales. Timeliness in promoting the funding opportunities and transparency throughout the sector in the awarding process could help to positively develop these relationships.

4.4 Third, expenditure patterns in the voluntary youth work sector and maintained youth work sector demonstrate a very similar pattern. The level of reserves we found held in the voluntary youth work sector had not been significantly utilised. The voluntary youth work sector organisations represented in this study demonstrate that overall, their income is decreasing. Some organisations may get to a critical point

where their income is less than their expenditure and we might see more use made of reserves in the future as a consequence.

- 4.5 Fourth, a review of the governance of organisations i.e. how are decision made on funding and expenditure and how young people are involved in the decision making. Overall, the findings demonstrate that local decision-making results in a high degree of variability in funding decisions and that these decisions can be influenced by a wide range of factors including a need to respond to local strategies, changing needs, and the requirements of grant funding. Governance requirements can be onerous to organisations and the different levels of expectations placed on organisations from different funders lead to complexity. The involvement of young people in governance and decision making is part of the process within youth work organisations, however, the level of involvement is variable.
- 4.6 The voluntary and maintained youth work sector in Wales both aim to support our young people effectively, meeting their needs and enabling them to fulfil their potential as the next generation of young adults in Wales. Our research demonstrates that the sector is seeking to enable this work with less funding and not insubstantial barriers to both accessing that funding and reporting necessitated by successfully securing funding. The reporting required by the various funders of youth work in Wales, can be utilised to demonstrate the impact and efficacy of youth work, however, reporting requirements are not consistent across the sector, thus diluting the overall impact of reporting (please see the section on limitations and recommendations).
- 4.7 The reduction we document in volunteers across the sector is likely to continue as with less money available from increasingly multiple sources the voluntary youth work sector may struggle to maintain their infrastructure and so less resources are available to support volunteers.

- 4.8 There is the potential to undertake a cost benefit analysis of the youth work sector in Wales, this approach would build on established economic thinking and current best practice from the youth work sector across the UK. Evidence from cost benefit analysis enables a comparison of the expected costs against the expected benefits (including e.g. health, social impacts, and environmental) of different approaches to youth work. This greater understanding would enable well informed decision making. For example, cost benefit analysis can also provide data to help predict the consequences of funding choices and their potential impacts for young people.
- 4.9 We would like to recognise the support and encouragement of the organisations and individuals taking part in this research and extend a note of thanks. We have engaged with the sector at a busy time yet gathered important and relevant data from interviews and focus groups, through our questionnaire, and data from the literature.

5. Recommendations

- 5.1 Recommendation 1: The Welsh Government has demonstrated its commitment to youth work in recent years. We recommend that the Welsh Government and other partners, continue to promote and develop a sustainable and equitable model of youth work in Wales.
- 5.2 Recommendation 2: We recommend that Welsh Government and other partners consider the sustainability of funding streams for the voluntary youth work sector and develop strategies and mechanisms to ensure there is an equitable distribution of funds.
- 5.3 Recommendation 3: We recommend that the Welsh Government and other partners identify ways to reduce the bureaucratic “burden” of the funding process for voluntary and maintained youth work sector organisations including access, application, and reporting.
- 5.4 Recommendation 4: We recommend Welsh Government consider addressing the limitations of the available data both in terms of standardisation in reporting for the maintained sector annual audit questions, and, ways to collect equivalent data from the voluntary sector. Both may require support for organisations to complete.
- 5.5 Recommendation 5: We recommend the Welsh Government and other partners provide annual training on grant writing and fundraising to develop and promote normative standards across the youth work sector.
- 5.6 Recommendation 6: We recommend that the Welsh Government, maintained youth work sector, voluntary youth work sector and other partners develop better mechanisms for shared accountability and transparency of funding decisions, locally, regionally and across Wales, to ensure equitable and timely access to funding opportunities.
- 5.7 Recommendation 7: We recommend that the Welsh Government, maintained youth work sector, voluntary youth work sector and other partners identify and share best practice on collaborative working on

funding and grant applications to encourage, and support local, national, and regional partnership working.

- 5.8 Recommendation 8: We recommend that the Welsh Government and other partners consider the impact that the variability in local decision-making (e.g. the RSG allocation of funds in each local authority) has on the equitable access to youth work for the young people of Wales.
- 5.9 Recommendation 9: We recommend that the Welsh Government as part of its commitment to promoting access to youth work for young people in Wales considers hypothecation of the RSG to identify nominal amounts that should be allocated to support youth work within every local authority area.
- 5.10 Recommendation 10: We recommend that the Welsh Government and other partners continue to consider the strengthening of the legislative basis for youth work within Wales through the adoption of a statutory framework for youth work, This may include the establishment of a national body for youth work which could have responsibility for distribution of funding to the sector, support for workforce development and training and to influence developments at a regional planning level.
- 5.11 Recommendation 11: We recommend that the youth work sector continues to consider the full and meaningful participation of young people in the decision making process that affect them, including grant application, and spending, which could be done through application of the children and young people's national participation standards (Cafcass Cymru, 2018: <https://www.gov.wales/children-and-young-peoples-national-participation-standards>).
- 5.12 Recommendation 12: We recommend that the Welsh Government continue with phase 3: A cost benefit analysis that builds on established economic thinking and current best practice from the youth work sector across the UK and beyond. To provide data to help

predict the consequences of funding decisions and their potential impacts for young people.

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Annex A

Recommendations from the Interim Youth Work Board

The recommendations are separated into two sections. The first set of recommendations relate to governance issues and the second focus more on the delivery of effective youth work services. In terms of governance, we recommend the following:

1. Welsh Government should establish a young people led governance structure for youth work services in Wales so that it listens to young people and acts on their views as it develops services for them.
 2. Welsh Government should strengthen or establish a new legislative basis for youth work services in Wales.
 3. Welsh Government should appoint a Minister for Children and Young People within Cabinet with a portfolio dedicated to youth work services. The Minister should lead a process of creating a vision for young people in Wales.
 4. Welsh Government should ask the Auditor General for Wales to undertake an independent review into the sufficiency, transparency, accountability and effectiveness of funding and expenditure on youth work services across Welsh Government, local authorities and voluntary organisations, in order to assess the delivery of outcomes and impact for young people.
 5. Welsh Government should establish a national body for youth work services in Wales.
 6. Welsh Government should establish regional delivery partnerships supporting local delivery.
 7. Welsh Government should establish a framework to support innovation within youth work services in Wales in order to improve standards within the sector.
 8. Welsh Government should strengthen the current Education Workforce Council (EWC) legislation so that the gaps in registration criteria are closed.
- In terms of delivery, we recommend the following:

9. Welsh Government should work with the sector to commission an information exchange for Wales as part of a digital youth work offer to young people.
10. Welsh Government should launch a Young Person's Entitlement Scheme.
11. Welsh Government and the youth work sector should work together to promote equality, inclusion and diversity, both in terms of access to youth work services in Wales, and in relation to the role that youth work services can play in proactively challenging discriminatory attitudes and behaviours within society.
12. Welsh Government should increase the availability of youth work services through the medium of Welsh. It should also ensure that one of the key priorities of the National Body will be to promote youth work services through the medium of Welsh.
13. Welsh Government needs to build on its commitment to support and develop the youth work profession with a career structure offering progression.
14. Welsh Government should establish a youth work services in Wales brand and a resource to co-ordinate and promote communication within the sector and between the sector and its partners.

Annex B.

Survey questions: **Voluntary youth work sector Questionnaire**

Page 1 Youth Work Funding Review

This important research is being carried out by a team from the University of Wales Trinity Saint David, Cardiff Metropolitan University, and the University of Wrexham, and was commissioned by the Welsh Government in response to a recommendation from the Interim Youth Work Board. The aim of the research is to develop a clear and complete picture of funding provided to support youth work in Wales and how this impacts services. The outcome will underpin the creation of a sustainable model for youth work funding going forward. As such, it is vital that we include perspectives from the broad range of organisations that deliver vital youth work services for the young people of Wales.

Thank you for taking this opportunity to include your organisation's experiences in the research. This survey has been compiled by Prof. Mandy Robbins, Dr Robert Leigh, and Alex Drury from Wrexham University. It will ask you for quantitative information about your organisation's income, expenditure, and ability to access funding. It should be completed by a Senior Manager or Finance Officer. It is estimated it will take around 1-2 hours to complete. Please note, you can click the finish later button to come back to the survey if you need to time to collect the correct data. Please see the University's Research Participant Privacy Statement for full details.

If you have any issues completing the survey please contact YWfundingreview@wrexham.ac.uk or call 01978 293447.

For reasons of parity and data consistency, many of the questions and definitions are worded to match the annual statistical data submitted by local authority Youth Services to Welsh Government every year. This will allow us to develop, for the first time, an all-Wales picture. As well as completion of this survey you will also be invited to take part in a focus group or interview in order to gather your experiences of accessing funding and how this impacts on youth work services. To take part, please book onto your nearest roadshow focus group event by contacting YWfundingreview@wrexham.ac.uk

Page 2 - About Your Organisation

Please select one of the following that applies to you. Please read carefully the definitions that we are using for each of these.

**Required*

A National Organisation – I am a Senior Manager at a voluntary youth work sector youth work organisation operating in at least 18 local authority areas in Wales

A Local Organisation – I am a Senior Manager at a voluntary youth work sector youth work organisation operating in less than 18 local authority areas of Wales, and with financial autonomy.

*Please note - If you are a branch of a larger organisation AND you do NOT have financial autonomy then this survey must be completed by the larger organisation
What is the name of your organisation?*

What is the name of your organisation?

Page 3 - About your Organisation

Please tell us your job title

In which local authority areas does your organisation operate?

Anglesey

Gwynedd

Conwy

Denbighshire

Flintshire

Wrexham

Powys

Ceredigion

Pembrokeshire

Carmarthenshire

Swansea

Neath Port Talbot

Bridgend

Vale of Glamorgan

Rhondda Cynon Taf

Merthyr Tydfil

Caerphilly

Blaenau Gwent

Torfaen

Monmouthshire

Newport

Cardiff

Do your organisation's activities fit with the Principles and Purposes of youth work in Wales?

Select all that apply

**Required*

Our work is based on a voluntary relationship between young people and youth workers

Our work is based on the Principles and Purposes of youth work in Wales

Our work is based on the five pillars of youth work in Wales (Educative, Expressive, Participative, Inclusive and Empowering)

Which of these services does your organisation provide?

Select all that apply

Required

Mobile youth services ;

Detached or outreach youth services

School/ College based youth work

Youth Centre

Information Shop

Youth Club

Other

If you selected Other, please specify

Page 4 - Accessing Funding

Does your organisation experience any of these barriers to accessing funding?

Select all that apply

Required

Application is onerous

Reporting is onerous
Lack of staff capacity
Lack of available core funding
Short term nature of the grants
Difficulty communicating with funders
Lack of information about available funding
Overly restrictive eligibility criteria
Difficulty evidencing outcomes
Short application deadlines
Payment in arrears
Late or delayed payments
Other

If you selected Other, please specify:

Your answer should be no more than 100 characters long.

Where do you access information about what funding sources are available?

Select all that apply

Required

Welsh Government

Local Authority

Local CVC

CWVYS

WCVA

Funding.Cymru

Directly from funding bodies

Other

If you selected Other, please specify:

Your answer should be no more than 100 characters long.

Approximately how many applications for funding does your organisation typically complete each year?

Required

Please enter a whole number (integer). Please make sure the number is between 0 and 100

What is the estimated length of time that your organisation typically spends preparing and writing funding applications? In staff hours per year?

**Required*

Please enter a whole number (integer). Please make sure the number is between 0 and 100

From your experience, please provide details of a funding application process that you deem to be an example of good practice and tell us why

**Required*

Your answer should be no more than 1000 characters long.

Page 5 - Sustainability and Collaboration

Is the available funding adequate to meet the needs of your organisation and the young people you serve?

Required

Yes

No

Please explain why

Required

How confident are you that you will be able to secure funding to sustain the current levels of youth work provision that your organisation delivers?

Required

Please don't select more than 1 answer(s) per row. Please select at least 3 answer(s).

	Not confident at all	Slightly confident	Somewhat confident	Quite confident	Extremely confident
For the next 12 months					
For the next 3 years					
For the next 10 years					

Does your organisation have the opportunity to influence local authority spending decisions impacting local youth services?

Required

Yes

No

Please explain your answer

Required

Your answer should be no more than 1000 characters long.

Do you, or have you recently, collaborated with other organisations to access funds and/or deliver services?

Required

Yes

No

Please explain your answer

Required

Your answer should be no more than 1000 characters long.

Page 6 – Income

Please complete the following breakdown of your organisation's income for the last 3 financial years.

Enter figures in whole pounds. If exact figures aren't available, please provide estimates.

More info –

Please use an estimate if exact figures are not available. For example, if you received a grant of £14,121.86 you could enter £14,000.

We are trying to capture funding provided or generated for youth work in Wales. If your organisation delivers other activities as well as youth work please only use apportioned income figures.

Example 1 - 70% of your activities are youth work and 30% are parenting support. You receive a core costs grant of £20,000 to cover the management of your whole organisation. Please include this income as £14,000 (70% of £20,000).

Example 2 - Your organisation provides support to parents of children with disabilities. In addition to these activities, you receive a grant of £15,000 to provide a youth club on a Friday night for children with disabilities. This grant includes a contribution to your organisations core/overhead costs. You do not run any other youth work activities and so your total income (for youth work) that year will be £15,000.

If you are unsure whether your activities should be counted as youth work, please check the [Youth Work in Wales: Principles and Purposes document](#).

Source of Funding	Name of funder / grant stream / department	£ Amount 2020.21	£ Amount 202122	£ Amount 2022/23	Total Length of this funding (<i>in months or type 'ongoing'</i>)
Select from drop down menu					

Additional information

Your answer should be no more than 1000 characters long.

Drop down list options

Charitable Foundations and Trusts - please specify
The National Lottery
Generated Income e.g. from fundraising
Income from Affiliated National Organisation
Local Authority - Core Youth Service Budget
Local Authority - Education Department
Local Authority - Leisure Services
Local Authority - Social Services
Local Authority - Chief Executive
Local Authority - Housing
Other Local Authority Department - Please specify
Careers Wales
Probation Services
Health Authority
Police
Town and Community Councils
Community Safety
Youth Offending Team
Substance Misuse Team
Other Local Sources outside the Local Authority – please specify
European Funding
WCVA
WG Families First
WG Communities First / Communities First Legacy Funding
WG Strategic Voluntary Youth Work Organisations Grant
WG Youth Support Grant
WG 14-19 Pathways WG Summer of Fun / Winter of Wellbeing
WG Other - please specify
UK Government - Please specify Department / Funding Stream
Other National Sources – please specify
Other Sources - please specify

Page 7 - Financial Reserves

What was the level of your organisation's reserves in the last 3 financial years.

Enter figures in whole pounds. If exact figures aren't available, please provide estimates.

Required

2020/21 £ _____

2021/22 £ _____

2022/23 £ _____

Page 8 - Expenditure

Please complete the following table illustrating your organisation's expenditure for the last 3 financial years. *Enter figures in whole pounds. If exact figures aren't available, please provide estimates.*

More Info –

We are trying to capture expenditure figures for youth work in Wales. If your organisation delivers other activities as well as youth work please only use apportioned expenditure figures.

Example 1 - 70% of your activities are youth work and 30% are parenting support. Your management costs are £40,000 p.a. Under youth work management staffing costs you will enter £28,000 (70% of £40,000)

Example 2 - 80% of your activities involve supporting families with young children, including early years provision. You also deliver a young person's info service (20% of your activities). Your organisation receives a capital grant of £1000,000 which you spend on construction of a new building from which you will deliver all of your activities. In the table below you enter £20,000 under capital expenditure. (20% of £100,000)

If you are unsure whether your activities should be defined as youth work, please check the [Youth Work in Wales: Principles and Purposes document](#).

Capital Expenditure - money invested by your organisation to buy or upgrade fixed, physical or non-consumable assets e.g. buildings

	2020.21	2021.22	2022.23	Comments
Staffing (youth work management staff)				
Staffing (youth work delivery staff)				
Staffing (other staff e.g. admin)				
Training and staff development				
Capital expenditure				
Accommodation (rent, maintenance, services and any other costs)				
Resources				
Other specified spending – please specify				

Additional information

Your answer should be no more than 1000 characters long.

Page 9 - Staff and Volunteers

Please complete the following table indicating your organisation's staffing numbers for the last 3 financial years. *If exact figures aren't available please provide estimates. FTE = Full-Time Equivalent - click 'more info' for definition.*

	2020.21	2021.22	2022.23

TOTAL FTE Staff			
FTE front line / delivery staff			
FTE managers			
FTE admin and other staff			

Volunteers

	2020.21	2021.22	2022.23
FTE Volunteers			

Page 10 - Young People

Please complete the following table illustrating the number of individual young people your organisation worked with in the last 3 financial years. *If exact figures aren't available please provide estimates.*

	2020.21	2021.22	2022.23
Aged 11-13			
Aged 14 -16			
Aged 17-19			
Aged 20-25			

Number of young people by gender

	2020.21	2021.22	2022.23
Male			
Female			
Other			

Page 11 - Finish

Please click 'Finish' to submit your answers

Page 12 - Final page

Thank you! We really appreciate the time taken to complete this survey, and it will help inform our research moving forward. We would also like to invite you to take part in a focus group or interview with one of our colleagues. This will allow us to understand more detail about your experiences of accessing funding and how this impacts on youth work services. To take part, please book onto your nearest roadshow focus group event by contacting YWfundingreview@wrexham.ac.uk

Annex C

Principal Youth Officer Focused Questions: January/ February 2024

- 1 How is youth work funded through the LA – what is the process you have to follow e.g. are you given core funding or do you bid, and how are you able to make any representation to support budget decisions.

Please answer here, provide additional links to evidence if available:

- 2 Is there involvement at a regional level, can you describe how you feed into any regional structures or to work regionally to be able to maximise opportunities for budget sharing/maximisation and also maximising opportunities for young people.

Please answer here, provide additional links to evidence if available:

- 3 To what extent do you have opportunities to work across the LA as a whole to seek other opportunities for investment/ funding/joint working to support youth work?

Please answer here, provide additional links to evidence if available:

- 4 How do you decide what services to provide, what partner / vol sector organisations to work with/not work with? Is this needs based and if so how often do you check those needs? Is this annual/or more in line with the 3 year funding of the YSG – if not why not?

Please answer here, provide additional links to evidence if available:

- 5 How are young people involved in the decision-making process of deciding what services to put on, who is funded to deliver them, and how they are evaluated to ensure good value for money/service for young people?

Please answer here, provide additional links to evidence if available:

- 6 General concerns/feedback about funding – what works well, what doesn't work so well and any concerns.

Please answer here, provide additional links to evidence if available:

- 7 Any other points you would like to raise?

Please return your answers to the survey questions by 7th February to alex.drury@wrexham.ac.uk

Cwestiynau â Ffocws y Prif Swyddog Ieuenctid: Ionawr/Chwefror 2024

1. Sut mae gwaith ieuenctid yn cael ei ariannu drwy'r ALI – beth yw'r broses y mae'n rhaid i chi ei dilyn e.e. a roddir cyllid craidd i chi neu a ydych yn gwneud cais, a sut y gallwch wneud unrhyw gynrychiolaeth i gefnogi penderfyniadau cyllidebol.

Atebwch yma, rhowch ddolenni ychwanegol i dystiolaeth os yw ar gael:

2. A oes cyfranogiad ar lefel ranbarthol, allwch chi ddisgrifio sut rydych chi'n bwydo i mewn i unrhyw strwythurau ranbarthol neu i weithio'n ranbarthol i allu gwneud y mwyaf o gyfleoedd ar gyfer rhannu cyllideb/gwneud y mwyaf o gyfleoedd hefyd i bobl ifanc.

Atebwch yma, rhowch ddolenni ychwanegol i dystiolaeth os yw ar gael:

3. I ba raddau y mae gennych gyfleoedd i weithio ar draws yr ALI yn ei gyfanrwydd i chwilio am gyfleoedd eraill ar gyfer buddsoddi/ariannu/gweithio ar y cyd i gefnogi gwaith ieuenctid?

Atebwch yma, rhowch ddolenni ychwanegol i dystiolaeth os yw ar gael:

4. Sut ydych chi'n penderfynu pa wasanaethau i'w darparu, pa sefydliadau partner / sector gwirfoddol i weithio gyda nhw/ddim yn gweithio gyda nhw? A yw hyn yn seiliedig ar anghenion ac os felly pa mor aml ydych chi'n gwirio'r anghenion hynny? A yw hyn yn flynyddol/neu fwy yn unol â chyllid 3 blynedd y GCI – os na, pam ddim?

Atebwch yma, rhowch ddolenni ychwanegol i dystiolaeth os yw ar gael:

5. Sut mae pobl ifanc yn cael eu cynnwys yn y broses gwneud penderfyniadau o benderfynu pa wasanaethau i'w darparu, pwy sy'n cael eu hariannu i'w darparu, a sut y cânt eu gwerthuso i sicrhau gwerth da am arian/gwasanaeth i bobl ifanc?

Atebwch yma, rhowch ddolenni ychwanegol i dystiolaeth os yw ar gael:

6. Pryderon cyffredinol/adborth am gyllid – beth sy'n gweithio'n dda, beth sydd ddim yn gweithio cystal ac unrhyw bryderon.

Atebwch yma, rhowch ddolenni ychwanegol i dystiolaeth os yw ar gael:

7. Unrhyw bwyntiau eraill yr hoffech eu codi?

Dychwelwch eich atebion i gwestiynau'r arolwg erbyn 7 Chwefror i alex.drury@glyndwr.ac.uk

Annex D

Local Voluntary Organisations Focus Group/ Interview questions

- i. What would you say about funding levels for youth work in your area, are there any examples you would like to provide?
- ii. How well do the processes involved in funding, from the local authority, core, and external or other funders meet your needs and demands? Examples?
- iii. How are spending decisions made across the youth service in your area? (Including vol. and maintained sector collaborations?) Prompt - *Are you aware of funding being available from other sources including health, PCC, education, SPF.*
- iv. How does governance of youth work function within your local area?
- v. What does your organisation do to support work around community safety and how do the maintained youth service or other organisations support you to carry out that work? Why? Expected impact? Funding? Needs assessment?
- vi. What does your organisation do to promote work around the health of young people and how do the maintained youth service or other organisations support you to carry out that work? Why? Expected impact? Funding? Needs assessment?
- vii. What does your organisation do to support work around young people's well-being and how do the maintained youth service or other organisations support you to carry out that work? Why? Expected impact? Funding? Needs assessment?
- viii. What does your organisation do to support work around education and training and how do the maintained youth service or other organisations support you to carry out that work? Why? Expected impact? Funding? Needs assessment?
- ix. What does your organisation do to support strong communities and volunteering and how do the maintained youth service or other organisations support you to carry out that work? Why? Expected impact? Funding? Needs assessment?
- x. What does your organisation do to support work around the housing agenda and how do the maintained youth service or other organisations support you to carry out that work? Why? Expected impact? Funding? Needs assessment?
- xi. Within the scope of the funding review, is there anything you would like us to investigate which hasn't already been raised?

Thank you for your time!

Grwpiau Ffocws Mudiadau Gwirfoddol Lleol/Cwestiynau cyfweiliad

- i. Beth fydddech chi'n ei ddweud am lefelau cyllid ar gyfer gwaith ieuencid yn eich ardal, a oes unrhyw enghreifftiau yr hoffech eu darparu?
- ii. Pa mor dda y mae'r prosesau sy'n ymwneud â chyllid, gan yr awdurdod lleol, cyllidwyr craidd, cyllidwyr allanol neu gyllidwyr eraill yn bodloni'ch anghenion a'ch gofynion? Enghreifftiau?
- iii. Sut mae penderfyniadau gwariant yn cael eu gwneud ar draws y gwasanaeth ieuencid yn eich ardal chi? (Gan gynnwys cydweithrediadau rhwng sectorau gwirfoddol a chynaleddig?) Anogwr - A ydych yn ymwybodol bod cyllid ar gael o ffynonellau eraill gan gynnwys iechyd, CSP, addysg, SPF.
- iv. Sut mae llywodraethu gwaith ieuencid yn gweithio yn eich ardal leol?
- v. Beth mae eich sefydliad yn ei wneud i gefnogi gwaith sy'n ymwneud â diogelwch cymunedol a sut mae'r gwasanaeth ieuencid a gynhelir neu sefydliadau eraill yn eich cefnogi i wneud y gwaith hwnnw? Pam? Effaith ddisgwyliedig? Ariannu? Asesiad angen?
- vi. Beth mae eich sefydliad yn ei wneud i hybu gwaith yn ymwneud ag iechyd pobl ifanc a sut mae'r gwasanaeth ieuencid a gynhelir neu sefydliadau eraill yn eich cefnogi i gyflawni'r gwaith hwnnw? Pam? Effaith ddisgwyliedig? Ariannu? Asesiad angen?
- vii. Beth mae eich sefydliad yn ei wneud i gefnogi gwaith sy'n ymwneud â llesiant pobl ifanc a sut mae'r gwasanaeth ieuencid a gynhelir neu sefydliadau eraill yn eich cefnogi i gyflawni'r gwaith hwnnw? Pam? Effaith ddisgwyliedig? Ariannu? Asesiad angen?
- viii. Beth mae eich sefydliad yn ei wneud i gefnogi gwaith yn ymwneud ag addysg a hyfforddiant a sut mae'r gwasanaeth ieuencid a gynhelir neu sefydliadau eraill yn eich cefnogi i gyflawni'r gwaith hwnnw? Pam? Effaith ddisgwyliedig? Ariannu? Asesiad angen?
- ix. Beth mae eich mudiad yn ei wneud i gefnogi cymunedau cryf a gwirfoddoli a sut mae'r gwasanaeth ieuencid a gynhelir neu sefydliadau eraill yn eich cefnogi i wneud y gwaith hwnnw? Pam? Effaith ddisgwyliedig? Ariannu? Asesiad angen?
- x. Beth mae eich sefydliad yn ei wneud i gefnogi gwaith sy'n ymwneud â'r agenda tai a sut mae'r gwasanaeth ieuencid a gynhelir neu sefydliadau eraill yn eich cefnogi i gyflawni'r gwaith hwnnw? Pam? Effaith ddisgwyliedig? Ariannu? Asesiad angen?
- xi. fewn cwmpas yr adolygiad ariannu, a oes unrhyw beth yr hoffech inni ymchwilio iddo nad yw wedi'i godi eisoes?

Diolch am eich amser!