

Evaluation of the National Voluntary Youth Organisation Grant

Presented to **Welsh Government** by **Arad
Research**

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Executive Summary

Background to the study

The National Voluntary Youth Organisations grant scheme (the NVYO grant) is a long-established Welsh Government grant which provides core and project funding to support national voluntary youth organisations.

The current funding cycle began in April 2015 and will continue until March 2018. The grant recipients during the current funding cycle are: The Boys and Girls Clubs of Wales, The Duke of Edinburgh's Award, Girlguiding Cymru, ScoutsCymru, UNA Exchange, Urdd Gobaith Cymru, and Youth Cymru. Six out of the seven organisations use the grant to cover their core costs, two of these organisations also use the grant for project activities and the remaining organisation uses the grant for project activities only.

The aim of the evaluation by Arad Research was to assess the effectiveness of the NVYO grant and develop a clear understanding of the value and impact the current grant is having on the delivery of voluntary youth work provision across Wales.

Methodology

The Arad team reviewed background documents relating to the grant programme, namely the Welsh Government guidance to the applicants, application forms and evaluation reports along with wider policy documents. Arad carried out in-depth interviews with the following organisations and individuals:

- The seven organisations that are currently in receipt of the NVYO grant;
- Five organisations who had applied for the grant but were unsuccessful in the current funding round;
- Five local authorities' principal youth officers or their equivalent;
- Council for Wales of Voluntary Youth Services (CWWYS);
- Welsh Government officials.

Feedback was also received from young people linked to six of the funded organisations, namely the Duke of Edinburgh's Award, Urdd Gobaith Cymru, Youth Cymru, ScoutsCymru, UNA Exchange and Girl Guiding Cymru.

Key findings

The NVYO grant is having a positive impact on national voluntary organisations' capacity to deliver youth work provision to young people across Wales. It is contributing to organisations' capacity to sustain and grow their provision and structures, create employment opportunities, lever in additional funding and design and develop quality youth work. This is leading to a wider and more diverse offer, meeting a key funding criterion of ensuring there is more youth work provision across all areas of Wales.

The core funding provided through NVYO grant was highlighted as an important element of enabling youth work organisations to build organisational capacity, thereby enhancing their

human and financial resources. This funding has allowed organisations to respond to funding cuts in the youth work sector and retain independence in some cases. The three-year funding timetable supports this capacity building and is helping organisations to create and sustain employment opportunities and develop progression routes through accredited training and peer education.

NVYO grant funding has supported organisations in leveraging in additional funding to support their youth work activities, thereby meeting another of the key criterion for funding and linking to the National Youth Work strategy 2014-18¹. aims and objectives. This funding is enabling organisations to further develop project work in all areas of Wales, adding value to their core activities, encouraging risk taking, partnership and allowing them to target under-represented groups.

Organisations were generally happy with the NVYO grant application process in terms of the guidance provided and the two-stage application process was largely seen as a positive. Suggested improvements were for Welsh Government to provide consultations events to engage with the sector and ensure it has the level of awareness and information required and to provide more tailored, detailed application feedback to applicants.

There have been inevitable issues for those organisations which have been unsuccessful in their recent applications, particularly for those which have been funded in the past. Several unsuccessful applicant organisations noted financial and organisational difficulties and a lack of capacity to plan strategically to grow their organisations and a Wales-wide offer.

The quality, range and nature of youth work provision supported by the NVYO grant is enabling organisations to have a positive impact on young people across Wales and links to the aims for youth work outlined in the Programme of Government for Wales 2015-20². This includes education, training, access to the arts and sport, citizenship and addressing physical and mental health. As a result of this support, young people are improving their lives by increasing their skills, gaining qualifications and developing progression pathways.

NVYO grant funding enables organisations to take a full part in UK-wide projects as well as bringing a Welsh dimension to UK-wide organisations. Most organisations work at an international level and the funding supports them in this, again providing Welsh youth work and the wider voluntary sector with a profile and identity. Some organisations use the NVYO grant to work with smaller partners and this contributes to building capacity within the sector and ensuring that youth work impacts at a local level. Organisations outlined that it remains important to fund youth work on both a national and local level.

¹ <http://gov.wales/docs/dcells/publications/140417-national-youth-work-strategy-en.pdf>

² <http://gov.wales/docs/strategies/110929fullen.pdf>

Recommendations

Recommendation 1: Welsh Government should continue to provide core funding to enable voluntary youth organisations to further build on their impact in delivering more youth work in Wales.

Recommendation 2: Welsh Government should continue to support three-year funding cycles in order to support capacity building, strategic planning and sustainability across the voluntary youth work sector in Wales.

Recommendation 3: For future rounds of the funding, Welsh Government should consider hosting consultation events in advance of the application period. It should also consider providing more tailored, detailed feedback to both successful and unsuccessful applicants.

Recommendation 4: Welsh Government should review the total grant allocation to ensure that the grant funds available meet the ongoing needs of the sector.

Recommendation 5: Welsh Government should continue to link funding to the provision of quality and diverse youth work provision linked to accreditation and progression routes for young people.

Recommendation 6: Welsh Government should work with unsuccessful applicant organisations to assist them in identifying and planning sustainable alternative funding sources and ensuring their capacity to deliver youth work at a national level.

1. Introduction

The National Voluntary Youth Organisations grant scheme (the NVYO grant) grant is a long-established Welsh Government grant which provides core and project funding to support national voluntary youth organisations. Arad Research was commissioned by the Welsh Government to evaluate the NVYO grant. This report presents the findings from the evaluation, which was carried out in a six-week period during March and April 2017.

1.1 Context of the research

Youth work provision in Wales is offered through youth services and aims to contribute to ensuring that all young people in Wales aged 11-25 have the services, support and experiences they need in order to achieve their aspirations and potential. These services are underpinned by *Youth Work in Wales: Principles and Purposes*³ and directed by Welsh Government's *National Youth Work Strategy for Wales 2014-18*⁴. The voluntary youth work sector in Wales currently works with 250,000 young people aged 11-25 years, with approximately 30,000 volunteers and 3,000 paid staff involved.⁵

1.1.1 The NVYO Grant

The NVYO grant scheme provides funding to support national voluntary youth organisations to continue providing and developing quality youth work opportunities for young people aged 11 to 25. The grant can provide, general core cost support i.e. support to an organisation's national infrastructure costs in Wales; stability to organisations to enable good interventions in to continue; and/or support for new activities in Wales⁶. The grant is open to voluntary organisation delivering youth work to young people aged 11-25, operating on an all-Wales basis. To be eligible, organisations must be delivering services for young people in line with the *National Youth Work Strategy for Wales 2014-2018*²; the UN Convention on Rights of the Child and the Rights of Children and Young Persons (Wales) Measure 2011; they must be delivering youth work in line with the Youth Work in Wales: principles and purposes¹; be involving young people proactively in the management of the organisation in line with the National Standards for Participation.

The current funding cycle began on 1 April 2015 and will continue until 31 March 2018. The grant recipients during the current funding cycle are: The Boys and Girls Clubs of Wales, The Duke of Edinburgh's Award (DofE), Girlguiding Cymru, ScoutsCymru, UNA Exchange,

³ Youth Work in Wales Review Group (2013) Youth Work in Wales, accessed from www.wlga.gov.uk/publications-and-consultation-responses-III/youth-work-in-wales-principles-and-purposes-january-2013/

⁴ <http://gov.wales/docs/dcells/publications/140417-national-youth-work-strategy-en.pdf>

⁵ Response from CWVYS to the Inquiry into Youth Work <http://www.senedd.assembly.wales/documents/s53494/YW%2008%20Council%20for%20Wales%20of%20Voluntary%20Youth%20Services%20CWVYS.pdf>

⁶ As set out in the Guidance for Grant Applicants, July 2015 <http://gov.wales/docs/dsjlg/publications/140715-nvyo-guiance-notes-en.pdf>

Urdd Gobaith Cymru, and Youth Cymru⁷. Details of previous funding rounds are provided in the next section.

1.1.2 Using the NVYO grant to support specific activities and core running costs

As defined in the National Occupational Standards the key purpose of youth work is to “enable young people to develop holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence and place in society and to reach their full potential”⁸. In this context, the evaluation assessed the impact of NVYO grant funding on organisations’ capacity to deliver these desired outcomes and whether these are quality-accredited and ensure further progression and engagement opportunities. Similarly, the evaluation examined the impact on organisational skills and whether the NVYO grant is supporting the drive towards an appropriately qualified youth work workforce.

1.2 Review aims and methods

1.2.1 Aim and objectives of the evaluation

The aim of the evaluation, as set out in the specification, was to assess the effectiveness of the NVYO grant and develop a clear understanding of the value and impact the current grant is having on the delivery of voluntary youth work provision across Wales.

1.2.2 Methodology

Stakeholder consultations

The study team conducted in-depth interviews with the following organisations and individuals:

- The seven organisations that are currently in receipt of the NVYO grant;
- Five organisations who had applied for the grant but were unsuccessful in the current funding round;
- Five Local Authorities’ Principal Youth Officers (PYO) or their equivalent;
- Council for Wales of Voluntary Youth Services (CWVYS);
- Welsh Government Officials.

The purpose of these consultations was to gain an understanding of consultees views on NVYO grant, how it’s delivered, its value and impact and any challenges. A copy of the topic guide for these interviews is provided in the annex.

Research with young people

Young people who have been involved in activities provided by voluntary youth work organisations were invited to provide their views. The study team liaised with the organisations as to the best methods for contacting them in the timescale available and they were asked what they valued about the offer from their organisations, and, more broadly, their opinions on opportunities for young people in their area or area of interest and

⁷ Source: <http://www.cynulliad.cymru/cy/bus-home/pages/plenaryitem.aspx?category=written%20question&itemid=3012>

⁸ <http://www.wlga.gov.uk/publications-and-consultation-responses-III/youth-work-nos/>

about funding priorities. Feedback was received from young people linked to six of the organisations:

- Girlguiding – questions were posed to the young leaders via an internal newsletter and email to members who then provided their answers by email to the study team (10 responses).
- The Duke of Edinburgh's Award – the study team were put in touch with two young ambassadors who provided comments by email (2 responses).
- Urdd – feedback provided by email from the organisation's president (1 response).
- UNA Exchange – a group discussion with five young people during a residential course (one group of 5 young people).
- ScoutsCymru – telephone interview with the chair of the Youth Council (1 response)
- Youth Cymru – informal face to face discussions held during a national event (one group of some 8 young people).

Desk Review

The team reviewed background documents relating to the grant programme, namely the Welsh Government guidance to the applicants, application forms and evaluation reports.

2. About the NVYO Grant

2.1 History

The NVYO grant is a long-established grant and was administered by the then Wales Youth Agency before the responsibility for it was taken into the Welsh Government in 2006. The principle of supporting national voluntary youth organisations to provide and develop quality Youth Work opportunities for young people in Wales, has remained a constant feature of the grant.

2.1.1 Previous reviews

An internal review undertaken by officials in the Youth Work Strategy Branch in June 2011 confirmed that the grant;

- Makes an important contribution to the infrastructure of the recipients.
- Provides value for money – particularly given the role the grant plays in enabling recipients to lever in additional funding.
- All recipients recognised the achievements of young people through accreditation / badge systems.
- Was critical to the operation of certain recipients. A number of recipients are solely dependent on this grant to meet core costs.

2.1.2 Timeline of grant sums awarded

The current total of the grants awarded is £655,786, a decrease from previous years.

Box 1: Key dates and grant award amounts.

2009-2012	£688,000 per annum for three years. 14 National Youth Organisations received an annual grant settlement ranging from £11,640 to £73,720.
2011/12	Ministers reduced the NVYO grant by 3% to £679,000
2012-13	One year roll-forward agreed. and grant funding levels for 2012-13 were maintained
2013-15	A 'competitive bidding' round re-opened for 2013. Value of the NVYO grant remained at previous level of £679,000 for 2 years. Expression of Interest from 20 different projects; 10 successful applicants. Aim of this round was to demonstrate greater impact on skill development and employability skills. Annual grant settlement ranged from £35,000 to 116,000
2015-2018 (current round)	Value of the grant is up to £655,786 pa.

	<p>Grants awarded range from £65,000 to £137,262 pa.</p> <p>15 expressions of interest were received, 13 were invited to submit an application. Seven organisations were awarded the grant.</p>
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2.1.3 The grant management process

The grant is administered and managed by the youth strategy branch at the Welsh Government. The team manages the grant application process (with support on good practice from the Welsh Government’s Grant Centre of Excellence), manages all communication with the grantees, and receives and reviews monitoring and evaluation returns.

2.1.4 The selection process

This current NVYO grant round attracted 15 applications at the Expression of Interest (Eol) stage. In line with advice from the Grant Centre of Excellence and feedback from sector stakeholders, an Expression of Interest stage was introduced from 2012 onwards. Those that met the Eol criteria were then invited to complete an application form. A panel of six internal and external members reviewed these applications against the criteria set out in the guidance note⁹. There was no set number of organisations to fund decided at the outset, rather the highest scoring applicants received funding until all funds were allocated.

2.1.5 Grant Expenditure

Grant payments are made in advance in most cases, but with two organisations receiving payment in arrears. Payment in advance must be requested and the organisation must demonstrate that they need payment in advance in order to be eligible. The grant can fund both core and project costs. The core, or running costs, typically covers overall management costs such as salaries, premises, and administration for the organisation as a whole while project funding was available to support ‘high quality youth work’ for which the organisation ‘can demonstrate clear outputs and outcomes relevant to national need’.

Grantees report on outputs and outcomes in an annual evaluation report with a briefer six-monthly update report. A template is provided for this report which asks for achievements against planned actions, outputs and outcomes. These planned outcomes and outputs are taken directly from the grant offer letter, which in turn, took the list of activities from the grant application forms. Some organisations choose to prepare more wide-ranging evaluation reports and materials for their own purposes, or tied in with requirements for other grants.

⁹ Guidance notes accessed from <http://gov.wales/docs/dsjlg/publications/140715-nvyo-guiance-notes-en.pdf>

2.2 Current recipients of the NVYO grant

Seven organisations have been funded in the current round, and all use it for different purposes. Six out of the seven organisations use the grant to cover their core costs, two of these organisations also use the grant for project activities and the remaining organisation uses the grant for just project activities. The table below provides an outline of what the seven organisations planned to use the grant for, as detailed in their expression of interest submissions.

Table 1. Outline of planned grant activity

Organisation	Core funding	Project funding	Brief Outline of proposal
Boys and Girls clubs of Wales	√	√	<p>To support a national programme of work of new and existing activities;</p> <ul style="list-style-type: none"> • training for staff and volunteers - introduce a new club handbook; • develop a new programme reflecting youth work in Wales; • develop new and stronger partnerships; • continue to develop the work of Boys and Girls Clubs - extend opportunities and target groups - specifically those with disabilities; • continue the development of information, support and advisory services; • continue a comprehensive programme for all young people; and • provide general admin support.
Girlguiding Cymru		√	<p>To support new and existing work. New work:</p> <ul style="list-style-type: none"> • Welsh language and culture - provide a legacy for young people; • employ a development officer and admin assistant; • 12 employees & 60 volunteers to attend Welsh language courses; • residential courses for 360 young people • bilingual residential courses; • write and deliver a new Welsh Culture and Language challenge badge; • enable staff to undertake nationally recognised qualification; and • deliver 6 forums across Wales and provide young people with a voice. <p>Support existing provision:</p> <ul style="list-style-type: none"> • support 6 peer education courses for 150 young people to become peer educators.
ScoutsCymru	√		<p>Applied for;</p> <ul style="list-style-type: none"> • contribution towards cost of running a central office; and • employing managers and administrators.

The Duke of Edinburgh's Award	√	√	<p>Applied for, core costs to:</p> <ul style="list-style-type: none"> develop a new approach to support DofE provision across Wales to prevent closure of existing provision and to develop new provision. <p>Project costs to:</p> <ul style="list-style-type: none"> provide direct support to adult and young volunteers; build on existing Young Leaders Programme; and provide new opportunities for young people to achieve DofE.
UNA Exchange	√		<p>Applied for:</p> <ul style="list-style-type: none"> A proportion of core funding to provide stable basis; and to enable them to build international volunteering experiences.
Urdd Gobaith Cymru	√	√.	<p>Applied for core costs:</p> <ul style="list-style-type: none"> to support costs of 3 staff members; office/support costs; and To run Camu Ymlaen. <p>Project costs:</p> <ul style="list-style-type: none"> to offer training, accreditation and experiences to young people.
Youth Cymru	√		<p>Applied for core costs:</p> <ul style="list-style-type: none"> 4 staff, to support the voluntary and statutory youth work sector (members - 129 (2013) members - this has increased by 39% this year; bring in additional income to Wales; create networks; run national projects for young people; and bring national companies together with youth services - brought Starbucks together with youth provision.

Source: Expressions of Interest submissions.

3. Findings

This section outlines the main findings from the evaluation. It begins by exploring the value and impact of the NVYO grant on currently and previously funded organisations before outlining the processes relating to the grant, including the application process, monitoring of the grant and general views on the funding environment for the voluntary youth work sector in Wales.

3.1 Value and impact

The value and impact of the NVYO grant on organisations and the young people they engage with can be seen in a number of different ways. Representatives from present and past recipients of the grant reported a range of impacts relating to their potential to develop organisational capacity, create employment opportunities, lever in additional funding and design and develop quality youth work across Wales. As well as capacity building, funding provided through the NVYO grant has been identified as a critical success factor in assisting youth organisations to deliver activities and projects across the voluntary youth sector in Wales and enhance their ability to pass the benefits directly on to the young people with whom they work.

3.1.1 Building organisational capacity

Welsh Government guidance notes for the NVYO grant state that ongoing delivery of the Grant Scheme provides national organisations with the means to ‘*continue to provide and develop quality Youth Work opportunities*’ and ‘*to provide organisations with stability in Wales, thus enabling Wales to keep quality youth work interventions that we have.*’ The core funding provided through the NVYO grant was highlighted by current and previous beneficiary organisations as a key element of enabling them to build organisational capacity, thereby enhancing their resources – both human and financial - to better serve the young people they represent and organise activities and projects for. While all organisations outlined the value of the NVYO grant in supporting their activities and presence across Wales many of the lead representatives noted that the level of funding has not increased for ten years and that this should be recognised in future funding rounds for the sector

In terms of building organisational capacity, the organisations provided a wide range of examples to this review. These included the ability to absorb project design and research costs when bidding for other work, specifically through providing time to generate income and plan the project, the bidding process and its subsequent delivery, if successful. For all currently funded organisations, the funding is allowing them to either consolidate their status or, in many cases, to grow, developing more income streams and resulting in more members and more youth work activities across Wales.

“It’s supporting voluntary youth organisations, it’s supporting charities. So organisations like ourselves have identified what works. In terms of value per pound, you get a lot more of something with how NVYO used to operate when it offered that stability and that reassurance and we could plan better towards it.” **Lead representative from funded organisation**

For funded organisations, the NVYO grant is allowing them to be flexible in terms of organisational development and contributes in various forms such as salaries, volunteer costs, travel and governance. For several organisations supporting staff salaries allows staff to focus on levering in other funding, researching and identifying areas of needs and gaps in youth work provision and project work across Wales. Others have sought to change organisational structures, to make themselves more sustainable. Examples include changing volunteer structures, thereby giving members better support at an all-Wales level and recruiting more staff and spreading these operational officers across the country to identify and support local activity.

Many of the currently and previously funded organisations have used NVYO grant funding to better support and organise their volunteers and encourage better communication, organisation and strategic planning for the future, with several organisations developing new directors' roles to deliver this. One organisation has developed a national programme of work of new and existing activities while another is continuing the development of information, support and advisory services. Others are continuing to develop support programmes for various target groups, including under-represented groups such as disabled and young people NEET, and providing general administration support.

Others reported that the expansion of their work across Wales has allowed them to engage with young people all over Wales as well as providing opportunities to expand their funding sources to assist with this process. For some organisations, this includes being able to maintain a HQ in Wales, which according to their representatives allows them to meet a key funding criterion of ensuring there is more youth work provision across all areas of Wales. Some organisations additionally reported that this stability - and the resultant opportunities for strategic planning - is also allowing them to target under-represented areas, places where they have traditionally had low membership and engagement rates.

“It gives us the capacity to reach out and respond, to support our volunteers and young people. It gives us a lot of resilience and sustainability.”

A representative from one organisation noted that the funding provides them with a *‘stability and a safety net’* while another reported that it *‘takes away a lot of the tasks associated with governance from the volunteers allowing them to focus on developing projects for the benefit of the young people we represent.’* Several organisations noted that the funding also allows all of the money raised from membership fees to be put into project delivery, thereby benefiting the organisation and individual members of these organisations.

3.1.2 Benefits of core funding

All current and past funded organisations extolled the benefits of core funding, in that it supports the capacity of organisations based in Wales to engage effectively across Wales - and at a wider UK and international level. For some organisations, this means supporting senior management capacity and strategic planning, building an organisational infrastructure to support decision making and identifying other mechanisms with the aim of expanding their youth work services. For others, it is more about supporting more junior

staff to manage projects and to engage effectively with young people while allowing senior managers to ensure sound financial and organisational running of organisations.

“One of the principal things that was advantageous about this funding was that it supported core costs. We’re a universal access youth support provision, so we were able to support young people generally with this money because of our universal access. But then also where we found areas of need, we were also using the NVYO grant to support the more targeted hard to reach groups at the same time. Which was really advantageous to us in terms of impact.” **Lead representative from funded organisation**

Representatives from the funded organisations additionally highlighted the lack of availability of this core funding from other sources, noting that project funding was more prevalent these days for the youth sector in Wales. One organisation’s lead representative reported that the funding has allowed them ‘*to respond to other funding cuts from local authorities and maintain their level of support and provision of opportunities for young people.*’ Another organisation noted that the funding has allowed them to retain their independence as a stand-alone charity, allowing them to sustain their ethos and delivering their volunteering programme, and engage successfully with their target groups.

All funded organisations agreed that the three-year funding period was an additional important aspect of being able to effectively plan and sustain their work. They agreed that this was an essential element of the NVYO grant in order to enable organisational capacity building and delivering a flexible approach with one representative noting, ‘*I think the three-year funding period is really important. There’s so much short term funding now but obviously in terms of sustainability to really demonstrate the impacts of what you are doing and make sure it meets new emerging needs, that doesn’t happen in a six-month period.*’

3.1.3 Levering in other funding

The National Youth Work Strategy 2014-18 notes that it will seek to target NVYO grant resources to where organisations are ‘*best positioned to lever-in additional investment from other sources.*’ Most of the organisations provided examples of how the NVYO grant is supporting them to lever in funding to support their youth work activities, thereby meeting a key criterion for the NVYO grant. Examples include a 5 nation (UK and Ireland) Westminster Democracy Project, several Erasmus Plus funding grants totalling over £100,000, Children in Need, a range of private sector funding and Big Lottery Funding which, in one organisation’s case, helps to support the 160 member clubs and umbrella youth groups.

“Unless you had that core, you’re probably not capable of attracting the £20,000 from Children in Need, the £90,000 from the Lottery...last year we brought in €100,000 through Erasmus+ funding. As an organisation, if we didn’t have that core of the NVYO, we wouldn’t have been able to bring in that funding that brings more opportunities to young people. It’s

so important because it makes organisations function.” Lead representative from funded organisation

Organisations reported that NVYO grant funding is supporting them to build capacity, partly cover staff salaries, and to develop effective management structures and organisational expertise to identify and develop new funding bids. Successfully sourcing this funding is enabling these organisations to further develop their project work in all areas of Wales, embracing new technologies and new forms of delivery, adding value to their core activities and delivering more for young people across Wales. The additional funding is also supporting organisations to develop project work targeted at individual groups e.g. a project for trans young people, allowing them to target resources towards areas or groups of particular need.

“NVYO gave us a platform to start up a presence in North Wales which then enabled us to gain other grants.” Lead representative from funded organisation

3.1.4 Creating and sustaining employment

NVYO grant funding is also allowing organisations to create employment, to give a chance to young people, to develop and train them and to then sustain their employment through other project funding. Staff salaries are partly supported through the funding and organisations highlighted the range of roles individuals play including funding, office management, volunteer organiser, administration and research officers. Again, drawing in additional human resources is a key funding criterion and organisations are creating and sustaining a range of employment opportunities within the voluntary youth sector. These are supported through training and progression to qualifications. One organisation reported that a staff member paid through the NVYO grant has won a Youth Worker of the Year Award.

3.1.5 Delivering quality youth work across Wales

The NVYO grant guidance notes further state that the project costs supported by the grant should be *‘needs led and support local delivery’* and organisations highlighted that the funding has helped them to respond flexibly to the needs of the young people they engage with.

For these organisations, this funding was therefore needs-led in terms of their capacity to deliver quality and wide-ranging youth work activities across Wales in line with Welsh Government expectations. The grant criteria set out that the recipient organisations must deliver nationally and work in at least 18 of the 22 local authority areas. For most of the funded organisations the national delivery was a continuation of long-standing presence across Wales while for a few the grant has been a driver in increasing the delivery in new parts of Wales. Some local authority PYO’s were however sceptical about how much delivery took place across Wales by some of the funded organisations and emphasised that *‘national has to mean national’*.

Organisations have also developed a range of projects targeted at a local and national level to respond to demand for youth work and address the needs of specific groups of young people. This project funding has taken a variety of forms and is being used to extend provision to under-represented groups and address key funding criteria regarding the wide range of activities, support and target groups that funded youth organisations are expected to support.

NVYO grant funding is also considered to allow the youth sector in Wales to take risks, to cooperate, to innovate and to deliver quality youth provision, a further key criteria for funding. Representatives of organisations provided a range of views that the NVYO grant encourages youth organisations to be fit for purpose and able to innovate and take risks with trying out new ideas. It provides them with stability to bid for other funding and develop new forms of provision, for example using new technologies (e.g. one organisation developed an app development project), while also targeting under-represented areas across Wales through residential stays and other activities such as building international volunteering and youth work opportunities. For these organisations, the NVYO grant gives them 'credibility' and the opportunity to show that *'they are part of something bigger'*.

The quality, range and nature of youth work provision supported by the NVYO grant is enabling organisations to have a positive impact on young people across Wales. Aside from the wide range of projects developed as a result of leveraging in further funding organisations also believe the grant enables them to develop a quality offer that provides choice and opportunities for their members and the young people who engage with them. Examples include trans awareness projects, local democracy projects, jamborees, residential courses, peer mentoring and leadership courses, arts and sport activities and engagement with citizenship and society projects.

A key part of this process is developing progression paths for young people beyond initial engagement in projects. Again, this is one of the criterion for NVYO grant funding and organisations provided examples of how they are responding to this. One organisation is supporting a range of peer education courses for 150 young people to become peer educators. A young person noted the importance of this in their comment presented below.

"Without funding I wouldn't be a Peer Educator. Peer Education is something I hold close to me because it doesn't just help me develop my skills, it helps my peers in different unit learn about import issues in today's society e.g. Think Resilient." **Young person**

Several organisations are providing direct support to adult and young volunteers, including certification of their progress, while another organisation is building on its existing Young Leaders Programme to promote and recognise leadership in the youth sector. One young person noted the value of this support in their comment below.

*“The courses I have attended have given me confidence to lead groups of Rainbows, Brownies and Guides particularly in Sports education which I really enjoy.” **Young person***

Therefore, as a result of this support, young people are improving their lives by increasing their skills, gaining qualifications and enhancing progression pathways. Comments from young people below illustrate this impact.

*“What I value about Girlguiding is its ability to foster creativity and confidence among young girls, encouraging them to do their best and to be effective future leaders.” **Young person***

*“I value everything about Girlguiding. They offer so many young girls and women a variety of opportunities and giving them life skills, as well as the confidence they need for the future. By this I mean, confidence for job interviews, university presentations etc.” **Young person***

*“The young leaders programme enables young people to develop leadership skills, organizational skills, presentation skills as well as much more in order for them to become young leaders in their centre/ school / club and improve on the skills they have gained...” **Young person***

For young people themselves, interviewed as part of the projects, the key message was that the national organisations funded through the NVYO enable them to get involved in a wider range of activities reflecting their interests and aspirations and enable them to meet new people.

*“I enjoy all of the opportunities I get to meet new people and do new activities.” **Young person***

*We meet friends from across the world that we will stay in contact with.” **Young person***

National organisations funded through the NVYO grant provide support and expertise for smaller organisations in the voluntary youth sector and get them involved in Wales-wide projects as a result of their knowledge of specific areas such as finance, HR policies and risk assessment. This gives young people the opportunity to attend and work on big events and Wales-wide projects as well as UK and international work, to meet other youth workers, to meet peers with the same interests and to promote the voluntary youth sector.

“We support our D of E wherever it happens right across Wales – keeping the profile high and making sure that young people get the best experience they can by ensuring that their leaders are trained and share or ethos.”

3.1.6 Meeting Welsh Government priorities

The NVYO grant links to some of the key aspirations outlined in the Programme for Government for Wales 2015-20. These include the support for schemes aimed at diverting young people away from crime and anti-social behavior, projects relating to education, training, leisure, arts, sports, and initiatives to combat substance misuse; and addressing the health, emotional and social needs of young people. The design and implementation of the NVYO grant can therefore be seen in line with Welsh Government’s continuing commitment to support the funding and provision of quality and sustainable youth work opportunities for young people in Wales aged 11 to 25.

NVYO grant funded organisations reported that they are more aligned with Welsh Government priorities in Wales through the support received and that the expansion of Wales-wide provision that the grant has contributed to their meeting funding criteria in this respect. The wide range of projects includes education and training projects, projects promoting greater access to the arts and sport, projects encouraging a greater sense of citizenship and involvement with democracy, projects addressing social exclusion and physical and mental health.

Further examples of meeting other Welsh Government priorities included working in deprived areas to support the Tackling poverty agenda, developing greater Welsh language provision, linking to the Wellbeing of Future Generations Act and work closely with other national organisations like WCVA and CWVYS to plug gaps and develop effective partnerships.

The NYVO also links to ‘A living language: a language for living - Welsh language strategy 2012 to 2017’, in particular the aims to increase the provision of Welsh-medium activities for children and young people and to increase their awareness of the value of the language. As part of the funding criteria, organisations are required to encourage the use of the Welsh language and some funded organisations provided examples of their activities to meet this goal. These included providing Welsh language courses for employees and volunteers including progress to qualifications, expanding activities in areas which are predominantly Welsh speaking and developing specific Welsh language skills and projects.

One organisation delivers all of its activities through the medium of Welsh and found that the grant has provided ‘the opportunity to improve consistency in the Welsh-medium offer across Wales’. Despite some organisations’ activities detailed above concerns were raised by some interviewees to this review that the links between the grant and delivering the Welsh language strategy were not strong enough. This would correspond to feedback

presented in a review¹⁰ of local authorities' contribution to the Welsh Language Strategy which found that *'on a general level, the Youth Services contribute to the Strategy, however...that is by default rather than by design' with the local authorities planning and delivering in isolation*.

3.1.7 Added value

Funded organisations provided examples of the added value they believe the NVYO grant contributes in terms of supporting them and their voluntary youth work across Wales. For some the grant helps them be more visible across the youth sector and at a UK and international level. The funding enables organisations to be the Welsh 'arm' of UK wide organisations, taking a full part in UK-wide projects as well as bringing a Welsh dimension to the organisations through representation. Others work at an international level and the funding supports them in this, again providing Welsh youth work and the voluntary sector with a profile and identity.

Several currently and previously funded organisations reported that they use the NVYO grant to work with smaller partners who wouldn't necessarily be able to access funding. This contributes to building capacity within the sector and ensuring that youth work impacts at a local level. One organisation worked in partnership with a youth drop-in centre and an important part of the project was building their capacity in order for them to deliver more youth work and accreditation through Agored Cymru. Another developed handbooks and Practical Quality Assurance (PQI) for their members and other third sector organisations to ensure they are working correctly and efficiently.

"One of the issues with having Wales' national projects is that local organisations sometimes miss out. So I think there's a responsibility on all parties to try and engage smaller organisations."

3.1.8 Negative impacts

While the NVYO grant has had a positive impact on the capacity building of the funded organisations there have been inevitable issues for those which have been unsuccessful in their recent applications, particularly for those which have been funded in the past. One organisation reported that the decision *'nearly cost us our youth service'* while others noted financial and organisational difficulties, a lack of capacity to plan strategically and a current over-reliance on short term project funding. One organisation reported that they have lost their capacity to work at a national level as a result of not receiving funding.

For another organisation, local leaders were reported to face much more responsibility with the burden being placed on the shoulders of volunteers. One local authority principal youth officer observed that this had led to a decline in membership and a resultant fall in local opportunities to develop voluntary youth work while the local authority also had to step in to

¹⁰ Welsh Government (2016) 'Contribution of Local Authorities Youth Work Provision to the Welsh Language Strategy', accessed from <http://gov.wales/docs/dcells/publications/161209-contribution-of-local-authorities-youth-work-provision-to-the-welsh-language-strategy-en.pdf>

provide professional support to the local branches. Organisations reported that in some cases they have sourced other areas of income to sustain their services but noted that the main negative impact was their lack of expertise and capacity to grow their organisations and a Wales-wide offer. It has also had an impact on the security of job roles within some organisations, with more short-term funding supporting employees, again leading to a lack of sustainable, strategic planning.

“We’ve had to reduce our offer. We had to look for other sources of income... We had to change what we were doing and other parts of the business that were due for an investment or growth or sustainability had to suffer in terms of prioritising youth”

“When you’re a national youth organisation with a presence in all the Local Authorities in Wales the scale in which you are operating requires more funds than if you are operating on a more localised level. Therefore, it’s a constant worry for us being able to fund what we do year on year. It’s a constant search.”

3.1.9 Young people’s perspective on the impact of NVYO

The NVYO grant exists to provide core and project funding to national voluntary youth organisations, to enable them to continue to provide and develop youth work opportunities. Young people were asked their views about those opportunities and asked their opinions on the impact on them of taking part in the organisation’s activities. Some of their feedback is noted throughout this report but all respondents were extremely positive about the benefits of taking part in their respective organisations’ activities, variously explaining that they benefit from ‘*new experiences which build our confidence*’; they have ‘*opportunities to do something for the community*’; gain ‘*great transferable skills*’ and above all, ‘*get to meet other young people.*’

3.2 Application and management processes

In this section, we discuss the application and administration processes that have been established for the grant and consider the key lessons for the design of any future NVYO grant.

3.2.1 The NVYO grant application process

In July 2014, the Welsh Government invited organisations to apply for the NVYO grant for the current funding cycle running from April 2015 until March 2018. The first step for organisations was to complete an Expression of Interest (EoI) form by September 2014 and those organisations which met the grant funding eligibility criteria were issued with full application packs to be returned by November. The funding decisions were announced in December 2014 with the funding period starting from April 2015.

The applications were considered by a panel made up of representatives from the Welsh Government’s Youth Work Strategy team, the Youth Support and Guidance Branch and the

Welsh Language Branch; and from CWVYS, Glyndwr University and a representative from the Principal Youth Officers Group.

The guidance notes set out the criteria to be met. Organisations had to demonstrate that they had met the following criteria,

- Demonstrate that they are delivering youth work nationally across Wales; and working within a minimum of 18 out of the 22 local authority areas.
- Demonstrate that the bid is needs led (activity and financial).
- Young people have been consulted and the applicant has identified how they will be involved in the implementation of their proposal.
- Demonstrated how this funding will enable the applicant to draw in additional resources (financial / human).
- Demonstrated how they are contributing to the Programme for Government (e.g. may also include their contribution to the National Youth Work Strategy).
- Demonstrate how they will recognise young people's progression through accreditation /certification.
- Demonstrate how they will encourage the use of Welsh language, for staff and young people.
- Ensure quality youth work provision.
- Able to monitor, evaluate and capture impact - on numbers of young people worked with, accreditations young people have achieved, Welsh language opportunities offered and taken up and staff skills.
- Have considered value for money.

3.2.2 Views on the application process

As part of this review, both successful and unsuccessful applicant organisations were asked their opinions of the application process and asked for any recommended changes. In our interviews, all organisations found the process fair and relatively straightforward. They explained that they were happy with the application process and subsequent monitoring arrangements, and had only minor changes to suggest.

The guidance note for how to complete their grant application was described as clear and the application process itself described as straightforward. Organisations noted that the application process for the current round of funding required organisations to submit more information than in previous rounds, but they acknowledged that this was necessary because more and more organisations are applying and it is important to ensure that the grant goes to those best placed to use it.

Overall the applicants welcomed the two-stage application of including EOI which filtered out organisation that did not meet the criteria. One organisation commented that they found the two-stage process to be repetitive and time consuming, but other organisations welcomed the two stages. as *'it was useful for formulating our plans and I was then confident that I could deliver'*.

For future rounds, organisations would like to see the applications process take place well in advance of the end of the previous round so that they can better plan provision and staffing.

Application Guidance

Meetings took place between the Welsh Government and applicant organisations and a guidance note issued to accompany the grant call. CWVYS facilitated a meeting between Welsh Government officials and the sector, and provided general guidance on competing the forms. A few organisations noted that it would have been useful to have a workshop-type event where the Welsh Government would explain what needs to be covered in organisations' applications forms; while one applicant went further and wanted clarity regarding which priority areas from the Programme for Government and associated strategies the grant applications should seek to address. Generally, there was an appetite for more support at the application stage.

Open to all?

Unsuccessful applicants had a more negative view when asked to reflect on the process of completing the application form back in 2014 and noted that they would have wanted more support at the application stage including advice and support to broker collaborations. There was also a perception that only large organisations already delivering pan-Wales could be successful as smaller or regional organisations would struggle to up-scale their operations. While the existence of a grant to the larger national organisations was seen as important, questions were raised about the funding options for those organisations which did not fit the criteria. Questions were also raised about the fairness of competitive bidding although there was no consensus on alternative methods. Indeed, one of the organisations interviewed which had been funded in previous rounds but was unsuccessful in this round was bringing its presence to Wales to an end as it could not sustain it without the funds.

3.2.3 Involving young people in the application process

One of the key criteria for organisations applying for the NVYO grant was to demonstrate their bid is needs led by involving young people in the process of designing their proposal. Feedback from young people provided examples of how they were involved in the funding process. One young person explained how the youth council for one of the grant recipients were directly involved by meeting together to discuss the funding bid and coming up with ideas from their membership as to what the funding should be used for and specific activities to which it could be allocated.

“We came up with a lot of ideas relating to promoting equal opportunities, enabling the organisation to encourage more young people to join and take part in our activities. This included Wales-wide events, support with transport costs and membership costs and activities to promote the [youth organisation]. [The youth organisation] adopted almost all of the suggestions and these became an integral part of the NVYO bid.” **Young person**

Young ambassadors also provided feedback relating to the importance of their role in ensuring young people are involved in the funding process. The overall message from these comments is that the young ambassador role provides a voice for young people to enable them to be involved in steering the direction of provision and ensure it is needs led.

“I believe that roles such as the ambassador, invoke a youthful voice within the organisation. I have attended regional board meetings, met with the first minister and attended royal events. From this I have seen that the voice of young people involved with the award needs to be voiced to improve its delivery...” **Young person**

3.2.4 Views on the NVYO grant monitoring process

Organisations are required to report to the Welsh Government against targets every six months; six months in to each financial year then at the end of the financial year. Organisations noted that this is an easy report to produce and is a welcome light-touch approach compared to some other grants yet still providing the opportunity to reflect and learn.

The evaluation reports outline planned actions, outputs, outcomes and milestones and indicate next to each one whether they have been achieved because of the grant. Example outputs from the most recent reports include:

- Young people received training – accreditation/qualifications, awards, DofE, sport specific training, first aid, up-skill young people, Welsh language courses
- Young people participated in youth exchanges, residential stays.
- Increase and develop membership
- Young people volunteering
- Increase promotion of voluntary organisation
- Increase the number of adult volunteers.

The organisations also report on key lessons learnt and examples of good practice. Examples of good practice put forward in the most recent reports include,

- partnership working and sharing experiences with LA’s youth services (UNA Exchange and Boys and Girls Clubs)
- Collaboration with other voluntary organisations
- Wales-wide projects delivered to young people.

The organisations interviewed would however welcome some more detailed feedback on their reports, as a means to encourage more reflection and ongoing improvement, and some would welcome more regular face-to-face meetings with the youth work strategy team who manage the grant, although they acknowledge that it is only a small team so delivering this could be problematic.

Some of the organisations who had received funding in previous rounds but were unsuccessful this time, reflected on previous years and thought that greater cooperation between the funded organisations would be valuable, as would meeting as a NVYO grantees group to share good practice and ideas and start potential collaborations. The currently funded organisations did not think this was practical however and viewed the networking opportunities already available through CWVYS as fulfilling that role.

4. Conclusions and recommendations

Overall, the findings from the evaluation indicate the importance of the NVYO grant and the positive impact it has on national voluntary organisations' capacity to deliver youth work provision to young people across Wales. Amongst the main impacts delivered by the funding are contributing to organisations capacity to sustain and grow their provision and structures, create employment opportunities, lever in additional funding and design and develop quality youth work. This is leading to a wider and more diverse offer, meeting a key funding criteria of ensuring there is more youth work provision across all areas of Wales

The core funding provided through NVYO grant was highlighted as a key element of enabling organisations to build organisational capacity, thereby enhancing their resources – both human and financial - to better serve the young people they represent. This funding has allowed organisations to respond to other funding cuts and retain independence in some cases. Organisations noted the lack of availability of core funding from other sources and the three-year funding timetable was considered an essential element for capacity building and delivering a flexible approach.

Recommendation: Welsh Government should continue to provide core funding to enable voluntary youth organisations to further build on their impact in delivering more youth work in Wales.

Recommendation: Welsh Government should continue to support three-year funding cycles in order to support capacity building, strategic planning and sustainability across the voluntary youth work sector in Wales.

Organisations were generally happy with the NVYO grant application process in terms of the guidance provided and the length of time they were given to complete their application. Additionally, the two-stage application process was seen as a positive by most. One suggested improvement was for the Welsh Government to provide consultations events to engage with the sector and ensure the sector has the level of awareness and information required. Another suggested improvement was for the Welsh Government to provide more tailored, detailed application feedback to applicants.

Recommendation: For future rounds of the funding, the Welsh Government should consider hosting consultation events in advance of the application period. It should also consider providing more tailored, detailed feedback to both successful and unsuccessful applicants.

NVYO grant funding has supported organisations in leveraging in additional funding to support their youth work activities, thereby meeting one of the key criteria for funding and linking to the National Youth Work strategy 2014-18 aims and objectives. This funding is enabling these organisations to further develop their project work in all areas of Wales, adding value to their core activities, encouraging risk taking, cooperation, innovation and allowing them to target under-represented groups. Those interviewed for this review noted that the level of total NVYO grant funds had decreased over the years, at the same time as some other sources, such as from local authorities, had decreased significantly.

Recommendation: The Welsh Government should review the total grant allocation to ensure that the grant funds available meet the ongoing needs of the sector.

The NVYO grant is supporting organisations to create and sustain employment opportunities and develop progression routes through accredited training and peer education, again meeting NVYO grant funding criteria and further building capacity and skills to respond flexibly to needs of the young people they engage with. Many of the funded organisations have used also NVYO grant funding to better support and organise their volunteers and encourage better communication, organisation and strategic planning for the future.

The quality, range and nature of youth work provision supported by the NVYO grant is enabling organisations to have a positive impact on young people across Wales and links to the aims for youth work outlined in the Programme of Government for Wales 2015-20. This includes education, training, access to the arts and sport, citizenship and addressing physical and mental health. As a result of this support, young people are improving their lives by increasing their skills, gaining qualifications and enhancing progression pathways.

Recommendation: Welsh Government should continue to link funding to the provision of quality and diverse youth work provision linked to accreditation and progression routes for young people.

There have been inevitable issues for those which have been unsuccessful in their recent applications, particularly for those which have been funded in the past. Several unsuccessful applicant organisations noted financial and organisational difficulties and a lack of capacity to plan strategically to grow their organisations and a Wales-wide offer.

Recommendation: Welsh Government should work with unsuccessful applicant organisations to assist them in identifying and planning sustainable alternative funding sources and ensuring their capacity to deliver youth work at a national level.

The funding enables organisations to take a full part in UK-wide projects as well as bringing a Welsh dimension to UK-wide organisations through representation. Most organisations also work at an international level and the funding supports them in this, again providing Welsh youth work and the voluntary sector with a profile and identity. Some organisations additionally use the NVYO grant to work with smaller partners and this contributes to building capacity within the sector and ensuring that youth work impacts at a local level.

There is a nevertheless a need to consider the value of providing funding for national versus local voluntary youth work organisations. Some organisations were of the view that it is good to have national organisations that are able to host national youth work projects or activities across Wales as this provides a national space/forum for young people to meet. Others felt that more local organisations are better placed to provide local support and link with provision offered by local authority youth services. This suggests that it may be important to consider funding both on a national and local level.

Annex 1: Interview topic guides

Topic guide for Organisations currently in receipt of NVYO Grant

Grant application process

Why did your organisation apply for the NVYO grant?

- Was this the first application your organisation made?
- If not...please give details of any previous applications / successful funding through NVYO grant.

What are your views on the application process?

- Did you receive guidance on how to apply? How useful was this guidance?
- Is there any part of the application process that could have been done differently? If so, what?

Grant activity and monitoring

How does your organisation use the NVYO grant?

- Is it used to fund core or project activities, or a mix of both?
- How does the grant link to your organisation's goals?
- Do you have any monitoring systems in place to monitor how the grant is being used and the impact it is having?

Effectiveness of grant

To what extent has the grant had an impact on

- The amount and variety of youth work provision your organisation offers
- The quality of provision
- The sustainability of provision

If your organisation had not received the grant, would this have had an impact on the type of provision your organisation offers or its capacity to deliver youth work?

Key success and challenges

What do you think have been the key successes of the grant scheme?

Have there been any challenges in relation to the grant scheme? If so, what are these challenges?

Other sources of funding

Does your organisation receive funding from other sources?

- If so, what are these funding sources?
- What activities does this funding support?

- How sustainable are the funding sources?

How well does the NVYO grant complement these other sources of funding?

Sustainability

Does your organisation have any plans to develop provision / organisation capacity currently supported by the NVYO grant? If so, what are these plans?

Views of young people

Do you collect any feedback from young people relating to provision funded by the NVYO grant?

Would it be possible to speak with a group of young people about their views on provision funded by the NVYO grant?

Topic guide for organisations unsuccessful in NVYO Grant applications

Grant application process

Why did your organisation apply for the NVYO grant? What did your organisation plan to do with the funding?

- Was this the first application your organisation made?
- If not...please give details of any previous applications / successful funding through NVYO grant.

What are your views on the application process?

- Did you receive guidance on how to apply? How useful was this guidance?
- Is there any part of the application process that could have been done differently? If so, what?

Did you receive any feedback about your unsuccessful application from Welsh Government?

- If so, how useful was this feedback?

Opinions of the funding process

What are your views on the current structure and nature of the NVYO grant?

- Do you think it is the most effective funding method?
- Do you think it is the fairest way to fund the sector?
- Are there any improvements that could be made to the NVYO's grant process and design?

Has your organisation faced any challenges since your unsuccessful application?

- If so, how have you overcome these?

Other sources of funding

Does your organisation receive funding from other sources?

- If so, what are these funding sources?
- What activities does this funding support?
- How sustainable are the funding sources?

What are your views on the current funding system for supporting voluntary youth work in Wales?

- How can this be improved to benefit organisations across the sector in future?

Topic guide for Local Authorities

What is your youth service's relationship with the voluntary youth work sector?

- Does your youth service fund voluntary youth work organisations?
- If yes, how has this changed over recent years?

How has the NVYO made a difference to the voluntary youth sector in Wales?

- Has it had an impact on the way your youth service works with the voluntary sector?
- Have you been involved in any specific activities funded through NVYO? If yes, what have been the impacts of these on the partners involved and the participants?

To what extent do you think the NVYO grant scheme supports and aligns with the National Youth Work Strategy for Wales 2014-2018?

What are your views on the key successes of the NVYO grant scheme?

What are your views on the key challenges of the NVYO grant scheme?

What are your views on the future funding needs of the youth work sector?

Do changes need to be made to the design and delivery of the NVYO?

- If so, what changes should be made?

Annex 2: List of consultees

Grant recipients

Boys and Girls Clubs Wales – Chief Executive and National Development Officer.
Girlguiding Cymru - Chief Commissioner.
ScoutsCymru - Executive Secretary/Office Manager and Strategic Support Officer.
The Duke of Edinburgh's Award – DofE Director in Wales and Administrative Officer.
UNA Exchange – Director.
Urdd Gobaith Cymru – Director of the Community Department, South Wales.
Youth Cymru - CEO and Development Manager.

Other voluntary organisations

ASH Cymru – Youth Development Officer.
The Woodcraft Folk in Wales – Development Officer.
Wales YFC – Director.
British Red Cross - Senior Trust and Statutory Fundraiser.
St John - Director of Youth and National Development Manager for Youth.

Local authority Principal youth officers or equivalent (telephone interviews)

Isle of Anglesey County Council.
Bridgend County Borough Council.
Gwynedd County Council.
Monmouthshire County Council.
Merthyr Tydfil County Borough Council.

Young people

Girlguiding – questions were posed to the young leaders via an internal newsletter and email to members who then provided their answers by email to the study team (10 responses).
The Duke of Edinburgh's Award – the study team were put in touch with two young ambassadors who provided comments by email (2 responses).
Urdd – feedback provided by email from the organisation's president (1 response).
UNA Exchange – a group discussion with five young people during a residential course (one group of 5 young people).
ScoutsCymru – telephone interview with the chair of the Youth Council (1 response)
Youth Cymru – informal face to face discussions held during a national event (one group of some 8 young people).

Other

Council for Wales of Voluntary Youth Services – Chief Executive.
Welsh Government – Youth Engagement Branch.
Informal face to face discussions were held with youth workers from three local authorities and one voluntary youth organisation during a youth Cymru national event.