



ANNUAL REPORT 2018

limerick youth service



TABLE OF CONTENTS

FOREWORD	3
HIGHLIGHTS 2018	4
ABOUT LIMERICK YOUTH SERVICE	6
INCLUSIVE & INTEGRATED SERVICE	7
YOUTH PARTICIPATION	12
SUPPORTING VOLUNTEERS	14
YOUNG PEOPLE ACHIEVING THEIR POTENTIAL	15
ENABLING OUR STRATEGY	17
THE FUTURE	21



FOREWORD

In 2018 Limerick Youth Service finalised our new Strategic plan which will guide our work up to 2021. Our Strategic plan sets out the key aims for our work;

- The development of safe and inclusive youth services for young people in Limerick City & County
- Ensuring that young people are actively involved and have real influence and voice in decision-making on matters affecting their lives, both directly and indirectly.
- Attracting and supporting active volunteers so they may positively contribute to improving the lives of young people, and to strengthen communities and civil society.
- Empower and facilitate young people to develop personally, economically and socially to meet their needs and realise their full potential.

The engagement of young people, board members, staff, stakeholders and funders in the development and review process of our plan continues to inform our priorities and provides a very solid foundation for our work into the future.

Aim 5 of our Strategic Plan outlines *"Building a strong organisation that is open to learning, responsive to change and committed to its ongoing development"* This aim focuses us on, not just our structures but on all the resources of our organisation including our people, buildings, capacity and expertise. Ultimately it is the Trustees who hold responsibility for the work of Limerick Youth Service. Volunteer Board members have been active on our Board and also on Board Subcommittees including; Community Training Centre, Audit, Governance & Risk and the HR Subcommittee.

New Board members Karen O'Connor, Dr. Patrick Buckley, Laura Scanlan, Aoife Walsh, Karen Long Eacrett and Inspector Paul Reidy joined the LYS Board in 2018, it hugely important for our governance to have new voices who bring a variety of experience, skills and expertise to the Board of Limerick Youth Service.

As a Board we recognise the hard work and dedication of staff in developing relationships with young people, supporting their personal and social development, building resilience and providing good role models for young people into the future.

We know that volunteers are essential to enabling us to carry out services. It is impossible to emphasise enough our gratitude to volunteers who give so much of their time to support the local community.

We would also like to thank all the organisations who provided financial or voluntary support; with their help and with good management we have continued to deliver our core requirements.

Chairperson
Patrick Lynch

CEO
Fiona O Grady

HIGHLIGHTS - 2018

Youth Work Supports, Services and Programmes



95 Young people and their families engaged with LYS Youth and Family Support Project

120 young people received one to one counselling through LYS 'Be Well' Youth Mental Health Project



230 young people, including young members of traveler community, minority groups, LGBTI+ and young people in direct provision have engaged with targeted youth work programmes across Limerick City & County

61 young people engaged with the Garda Youth Diversion Projects



130 young people were involved in **Comhairle na nOg's** youth participation initiatives – strengthening their voice in the development of local services and policies

An average of **1,540** young people spent their free time in one of **28** youth clubs each week



Established a new Targeted Youth Funding Project in the **Garryowen** area of Limerick City

16 Young People took part in an international Youth Exchange to Malta

Education, Training & Employability Initiatives



161 learners engaged in further education and training at QQI level 3 and level 4

Exceptional **Leaving Cert Applied** results were obtained with 5 distinctions and 4 merits and learners progressing to further education courses.

140 - 150 work placements were undertaken by trainees

23 second level and **23** third level student work experience placements were facilitated



New **Ability** project established focusing on young people aged 15 to 25 which aims to promote employment prospects and meaningful social roles for young people with disabilities.

Safe and accessible Youth Spaces

Approximately **170** Young people access youth cafes across the city and county each week.



19,212 people accessed the facilities in The Factory Southside Youthspace.

48 groups/clubs/organisations use the space on a regular basis

ABOUT LIMERICK YOUTH SERVICE

Our Mission

**Connecting with young people and supporting them
to reach their full potential**

Limerick Youth Service (LYS) was founded in 1973 as a provider of youth work, education, training and employability programmes and youth friendly spaces to young people aged 10 to 25 in Limerick City & County. LYS is a registered charity and a member of Youth Work Ireland. LYS is governed by a Voluntary Board which is responsible for the overall governance of the Organisation.

Values

- Young People at the Centre of all that we do
- Value Young People, Volunteers & Staff
- Learning, Creativity & Innovation
- Equality, Inclusion & Diversity

Strategic Objectives

Theme 1 Inclusive & Integrated Youth Service

Aim: To further develop and promote safe, integrated and inclusive youth services for young people in Limerick City & County

Theme 3 Supporting Volunteers

Aim: To attract, support and sustain active volunteers so they may positively contribute to improving the lives of young people, and to strengthen communities and civil society.

Theme 2 Youth Participation

Aim: To ensure that young people are actively involved and have real influence and voice in decision-making on matters affecting their lives, both directly and indirectly.

Theme 4 Young People achieving their potential

Aim: To empower and facilitate young people to develop personally, economically and socially to meet their needs and realise their full potential.

Theme 5 Enabling our Strategy

Aim: To build a strong organisation that is open to learning, responsive to change and committed to its ongoing development.

INCLUSIVE & INTEGRATED YOUTH SERVICE

Safe, accessible and youth friendly spaces

LYS services and supports have been delivered within dedicated, safe, accessible and youth friendly spaces across Limerick City & County

**Limerick Youth Service Headquarters,
Lwr Glentworth St. Limerick**

**Community Training Centre, Lwr
Glentworth St, Limerick.**

**The Factory, Southside Youth Space,
Galvone Business Park, Limerick**

**Northside Youth Space, Ballynanty
Limerick**

**Rathkeale Youth Space, Abbey
Court, Rathkeale, Co. Limerick**

**Kings Island Youth Space, Nicholas
St, Limerick.**

**East Limerick Youth Project,
Castleconnell**

In 2018, King's Island Youth Space and Rathkeale Youth Space were renovated and upgraded to support better utilisation of space and more youth friendly facilities.



Open access services and supports for young people.

An average of 1,540 young people spent their free time in one of 28 youth clubs across Limerick City and County each week, including more isolated rural communities. As part of LYS' affiliated youth clubs, young people have taken part in a variety of activities & programmes including inter-club visits, discos, Youth Factor variety show awareness events, Youth Games & lots more.

Youth work Programmes

Programmes have been delivered to over 1,000 young people in 2018 include Junior Leader Training, Moving On Up- Primary to Secondary Transition Programme, Youth Bank, Web Safety & Cyberbullying



Specialised/Targeted Projects for Youth

In addition to open access services and supports, in 2018, LYS provided services to economically disadvantaged, excluded and vulnerable young people. 6 SPY programmes have delivered targeted projects and activities such as drug & alcohol awareness, mental wellbeing, fitness, international youth work, holiday provision, Educational support; employability and entrepreneurial initiatives and Music programmes.



East Limerick engaged **80** young people across Cappamore, Castleconnell and Caherconlish

Rathkeale engaged **105** young people across Rathkeale and its environs

City Disadvantaged engaged **45** young people in Kings Island, Limerick City

Youth Resource supported 4 open access youth spaces and facilities in highly disadvantaged urban and rural areas across Limerick City & County, including: *RK Youth Café* in Rathkeale, *Footsteps & Steps Youth Café* at the Northside Youth Space, *Laff Caff* at the Factory and *Lava Javas* in the City Centre accessed by approximately **170** young people each week in 2018

Special, Social and Educational Initiative (SSEI) has adopted a non-stigmatising and inclusive approach to supporting young people including young Travellers, minority groups, LGBTI, single parents, young people struggling with accommodation issues, young people in direct provision and young people who are not in education and/or employment

Outreach engages rural young people in youth clubs and programmes in community venues and facilities across Limerick City and County including provision in more isolated rural communities

Sarah's GYDP Experience

Since 2000, LYS has managed three Garda Youth Diversion Projects (GYDPs) in Ballynanty, Irishtown and King's Island with outreach to East Limerick. The aim of a GYDP is to divert young people involved in criminal/anti-social behaviour away from the criminal justice system and to minimise the likelihood of further offending.

Sarah was referred to the GYDP when she was in primary school, following a caution by local Garda management. Sarah's father, a single-parent benefitted greatly from the support offered by GYDP youth workers and in knowing his daughter was engaged in positive activities and relationships:

"My dad was on his own with us since we were babies.....[Youth Workers] used to call in for a cup of coffee and talk about how we were getting on..... Or if he couldn't get through to us about something, he'd get them to and they did"

Through the GYDP, Sarah was introduced to LYS' inclusive and integrated range of youth work, education, training and employability supports

'....[GYDP] helped me get into the Community Training Centre.....I think that I learned more from it than I would ever in any other normal school, like I was in loads of primary schools, because I didn't really get on in school..... I don't think I would have ever finished school and went to do everything that I did with LYS if, it wasn't for the GYDP'

Sarah talked about the new friends that she made through the GYDP and the positive influence that they had.

'And it even helped me to make new friends and stay away from the ones that were pulling me down the bad road"

Sarah felt that the programme challenged negative attitudes and behaviour, which was holding her back.

We learned how to communicate properly with people.....I had a bad childhood growing up and when I was turning in to a teenager, I suffered depression and anxiety, and it started back when I was 13, and I think it would have been.....I wouldn't be able to control it today, if I didn't start going to those groups....'

Sarah feels that her participation the GYDP played a strong role in supporting her to move away from criminal activity and to also develop a more positive understanding of the work of Gardai in the community:

Targeted Youth Funding Scheme

A new Targeted Youth Funding Project was established in Garryowen as part of a collaborative project with Garryowen Community Development project.

This project incorporates an innovative detached Youth work element



Ballycummin/Raheen Youth Engagement Initiative was established as a detached Youth work Project with Youth workers street based on evenings and weekends.

Detached Youth work

Detached Youth Work is work where young people have chosen to be, whether this is on the streets, cafes, shopping centres etc. Workers make contact with young people wherever they are and detached youth work is often free from the constraints of centre based youth work – where buildings are specifically set up for the purpose of youth work. In detached youth work, contact *happens on the street, and relationships are developed there too*

Garda Youth Diversion Project

LYS has supported marginalised, vulnerable and at risk young people through its work with 61 young people in Garda Youth Diversion Projects (GYDPs) based in Ballynanty, Irishtown and King's Island with an outreach youth justice worker in the Henry St Garda Divisional area. Youth justice projects support young people who have a moderate risk of engaging in anti-social behaviour and criminality in the areas of education & training, employment, recreational activities as well as focusing on issues such as substance misuse, civic pride, behaviour management, anti-social behaviour and making positive life choices.

Youth & Family Support Project

LYS has facilitated the delivery of a Tusla supported 'Youth & Family Support Project'; improving outcomes for 95 young people and their families in areas including physical and mental health; learning and development; safety and security; economic opportunity and civic participation and inclusion. LYS has *supported Parents / Guardians* to enable the best possible outcomes for their children; providing support around positive parent and family relationships; parental social and emotional well-being, addiction and domestic abuse.



LYS open access and targeted youth work services and supports have prioritised enhancing *young people's social and emotional well-being*; specifically skills relating to: communication; planning and problem solving; resilience and determination; confidence and agency; emotional intelligence, relationships and self-discipline.

LYS Youth Mental Health project (BeWell)

LYS' Youth Mental Health Project (BeWell) has addressed youth mental health needs through the provision of: One to One Counselling; accessed by 120 young people and youth mental health worker support around youth participation and social and group sessions accessed by over 65 young people. Over 1000 young people engaged with youth mental education and awareness raising activities and structured programmes including Mind Out.



One to One Counselling accessed by
120 young people

Youth mental health worker support around social and emotional well-being and youth participation accessed by over **65** young people

Over **1,000** young people engaged with youth mental education and awareness raising activities and structured programmes including Mind Out

LYS Be Well Team were also involved in co-hosting a conference for **120** professionals working with young people who have co-existing mental health and substance misuse issues.



YOUTH PARTICIPATION



Throughout 2018, LYS has been committed to ensuring that young people are actively involved and have real influence and voice on matters affecting their lives.

Comhairle na nOg

Comhairle na nÓg is a youth council under the responsibility of Limerick City & County Council, hosted by LYS. It gives young people a voice on the services, policies and issues of importance to them. In 2018, Comhairle na nÓg's primary topic was Cyber Health & Wellbeing with over 130 young people involved with Comhairle na nOg throughout the year. 14 second level schools and 4 youth projects attended the AGM

Engage Project

LYS continues to work with the University of Limerick on the Engage programme; an international civil society focused initiative and in 2018 our LCA group participated in the Engage event

Youth Leadership

In 2018 in collaboration with Youth Scotland, LYS developed and delivered a Youth Leadership programme to teenagers who are members of a number of LYS youth clubs/projects including Cappamore, Castletroy, Castleconnell, Fedamore, Granagh and Kilfinane.

'The skills the young people learned will stand to them as they progress to leadership roles'

The programme covers a variety of topics such as teamwork, communication skills, body language and organising events and it equips young people with the skills and confidence to assume leadership roles in their community.

Accredited by [Youth Scotland](#), the i:Lead training programme was delivered with the support of Ballyhoura Development's Leader funding scheme.



Youth Advisory Panel

In 2015, a group of young people with varying levels of mental health issues, accessing LYS services and supports, formed a positive mental health group called **'Express Yourself'**. The aim of this group was to enhance the mental health and well-being of young people through the facilitation of creative youth-work activities.

'We learned as young people that we have a voice and we deserved to be heard and listened to'

This project led to the establishment of a **Be Well' Youth Advisory Panel (YAP)** which includes 8 young people aged 18-22. The aim of Be Well's YAP is to strengthen the voice and influence of young people in youth mental health services. Regarded as essential in achieving progressive service development, which is responsive to the needs of young people (Irish College of Psychiatry, 2013).



During 2018 the YAP

- Planned, developed and conducted an online campaign on youth homelessness "No Place to Call Home"
- Collaborated with Jigsaw YAP on the stigma reduction project 'Our River' bringing together 10 local mental health services for a kayaking event
- In collaboration with other LYS young people the group delivered a talk to 300 young people at a St. Vincent de Paul conference
- Were at the heart of the design, delivery and review of a youth mental health stigma reduction information video "what is counselling"
- Delivered 4 workshops to 110 mental health professionals as part of Mid-Western dual diagnosis conference
- A YAP member represented Be Well Team at LYS Northside' forum networking event
- Achieved the Investing in Children Award

A mental health professional who attended the 'Dual Diagnosis' Conference noted that:

'The YAP group were incredible. We should have more of that type of work so that we can see what we can do better'

In 2019 the Be Well' YAP plans to further strengthen their involvement in both LYS and Be Well's programme planning, implementation and evaluation processes

Youth Information & Communication

LYS's Youth Information & Communication Service provides a general and specialist information service



to young people and to those who work with them on subjects including accommodation, careers, education, employment, rights & entitlements, sport, travel, European opportunities & more.

In 2018 there were **110**



contacts per week, via email, social media, in person, online,



outreach & in person, accessing Youth Information on issues such as career guidance, minority rights, accommodation, travel, access to education & literacy support.



There were approximately

19,685 visits to the LYS website, with

LYS managing and editing Facebook; Twitter; LinkedIn; Instagram; Sound Cloud & YouTube with unlimited reach & interaction.

SUPPORTING VOLUNTEERS

In 2018, LYS has supported over 250 volunteers across Limerick City & County to enable them to positively contribute to improving the lives of young people and to strengthen communities and civil society. 3 new LYS affiliated clubs were established or re-established in Doon, Castletroy & Kilfinnane. 28 youth clubs are affiliated to LYS and have received LYS support and training in areas including:

- Garda Vetting
- First Aid
- Induction
- Safeguarding
- Behaviour Management
- Social Media



CHILDREN FIRST

LYS are committed to safeguarding young people by ensuring that we are compliant with the Children First Act 2015 and Children First National Guidance 2017. All our staff and volunteers undertake an application process, including garda vetting and cannot start before their vetting is complete. All staff and volunteers also participate in a four hour Child Safeguarding Awareness programme (NYCI). Each participant receives a certificate which is valid for four years.

In 2018 the Child Protection team delivered Child Safeguarding Training to **235** people.

Child Protection & Garda Vetting 2018

60 participants attended a Child Protection briefing sessions

175 people attended the full Child Protection Programme.

308 people were Garda Vetted



YOUNG PEOPLE ACHIEVING THEIR POTENTIAL

In 2018 LYS provided education, training and employability programmes and courses to young people through our Community Training Centre (CTC), Employability Initiatives, Work Experience and Student Placements.

COMMUNITY TRAINING CENTRE

The Community Training Centre (CTC) is a 110 place centre which delivers a range of practical and academic programmes including catering and professional bakery, digital skills, office and administration, early childhood care and support and Leaving Cert Applied (LCA). In 2018, the CTC continued to perform at a high level

- **161** young learners engaging in further education and training at QQI level 3 and 4
- Improved progression rates for CTC trainees into Further Education, Training & Employment
- Exceptional Leaving Cert Applied results with 5 distinctions and 4 merits and learners progressing to further education courses.
- The installation of a New IMAC lab and a new Digital Graphics Programme
- **140 - 150** work experience placements undertaken by trainees



LEAVING CERT APPLIED

Hayleigh Nugent, a student from Garryowen who achieved the top marks in this year's Leaving Cert Applied (LCA), was presented with the Fergal Quinn Award at the Leaving Cert Applied National Conference in Athlone recently. Hayleigh, who got 98% in the exam was joined at the LCA National Conference by her family and staff from Limerick Youth Service where she studied on a Local Training Initiative in Kings Island prior to taking up a place on the Leaving Cert Applied Programme.



Ability Programme

In 2018, a major achievement for LYS was securing the Ability Programme, funded by the Department of Employment



Affairs and Social Protection together with the European Social Fund as part of the ESF (PEIL) Programme for Employability, Inclusion and Learning 2014-2020. Ability is an employability programme for young people aged 15 to 25 which aims to promote employment prospects and meaningful social roles for young people with disabilities. This project will run up to 2021 and will target 60 young people.

In 2018, 46 3rd level students were supported to complete practical work experience placements with LYS. These placements are vital in developing young people's interpersonal skills, self-esteem and confidence, in identifying pathways to work and gaining practical skills and experience.



Community Education & Training Provision

In addition LYS delivered a range of informal education and training opportunities such as Bike Maintenance, Health & Beauty, Fitness, Art, Woodwork, Personal Development, Cookery and Film Making,



Work Experience & Work Placements

ENABLING OUR STRATEGY

Structure, Governance and Risk Management

Structure

Limerick Youth Service (LYS) was founded in 1973 and is registered as a Scheme of Incorporation by the Commissioners of Charitable Donations & Bequests in Ireland, under Section 2 of the Charities Act 1973. The Scheme and Constitution were revised in 2011 and approved and sealed by the Commissioners for Charitable donations and Bequests for Ireland in December 2011.

Recruitment and Appointment of Board Members

Limerick Youth Service is governed by members of the Board who are appointed for a term of three years and may serve no more than two terms of three years. The Board members of Limerick Youth Service are volunteers and are its Trustees for the purposes of Charity Law.

The Catholic and Church of Ireland Bishops (Patrons) each nominate two representatives to the Board of LYS.

Other Board Members are identified based on skill deficit as per annual Board skills audit document. At least four members of the Board shall be actively engaged in organisations relevant to the workings of Limerick Youth Service. A particular body/agency may be invited to nominate a Board Member and that Member must not act as a representative of that group in acting as a Board Member. A Board pack is updated annually and circulated on to all Board Members on a USB key. All Board members participate in induction.

The Board meet a minimum of six times per year and met six times in 2018.

The Board of Limerick Youth Service are not remunerated for their services to the organisation, however, in some instances nominal travel costs are paid

In 2018, 6 Board Members joined the Board of Limerick Youth Service

Mr	Patrick	Lynch	Chairperson since Dec 2015
Mr	Eddie	O'Neill	October 2014
Mr	Dan	O'Gorman	December 2014
Ms	Bernadette	Daly	March 2015
Ms	Sinead	Clohesy	March 2015
Ms	Audrey	Healy	June 2016
Fr	Seamus	Enright	October 2016
Ms	Karen	Long Eacrett	February 2018
Insp	Paul	Reidy	February 2018
Ms	Karen	O Connor	February 2018
Dr	Patrick	Buckley	February 2018
Ms	Laura	Scanlan	February 2018
Ms	Aoife	Walsh	June 2018

Management Team

The Board delegates the day to day management of Limerick Youth Service to the CEO and Management Team.

CEO	Fiona O Grady
CTC Manager	James Connery
Youth work Manager	Maurice Walsh
Finance Manager	Bernadette Behan
HR Manager	Sinead Noonan

Sub Committees

The Board has established a number of sub committees including Audit, Risk & Governance and Community Training Centre Committee, Human Resources in addition to time bound specified purpose working groups which advise on specific projects.

Audit & Governance Sub Committee

The role of the Governance, Audit & Risk Sub Committee is to monitor and control the audit and risk management systems of Limerick Youth Service including planning of annual audit, review of Annual Financial Statements, Review of Risk Register and to drive good Governance practice and policy.

In 2018 the Governance and Audit Sub group continued to work on a number of areas including review and restatement of the Governance Code, ongoing development of a risk policy and register and completion of a tendering process for Auditors

Membership

Mr	Eddie	O' Neill	Board Member
Ms	Audrey	Healy	Board Member
Fr	Seamus	Enright	Board Member
Ms	Karen	O Connor	Board Member

Community Training Centre Sub-Committee

The CTC Subcommittee's principal objective is to assist the Board of Limerick Youth Service in the provision of training, education and employment related services for young people in a friendly and informal manner.

Membership

Ms.	Mary	English	Sub Committee Member
Mr.	Sean	O'Meara	Sub Committee Member
Mr.	James	Connery	CTC General Manager
Ms.	Fiona	O'Grady	CEO
Ms	Bernadette	Daly	Board Member
Ms	Vicki	Lynch	Sub Committee Member

Mr. Maurice Walsh Youth Work Manager

HR Sub Committee

The HR Sub-committee was established in 2018 and its principal objective is to assist the Board and CEO to fulfil their functions by providing timely advice and guidance on areas within its remit.

Membership

Mr	Eddie	O' Neill	Board Member
Ms	Audrey	Healy	Board Member
Fr	Seamus	Enright	Board Member
Ms	Sinead	Clohessey	Board Member

Governance

Accountability & transparency are essential to the work of Limerick Youth Service.

Limerick Youth Service (LYS) has a comprehensive Strategic Plan developed in consultation with young people, volunteers, staff and other stakeholders. This plan provides the framework for the development of operational plans across the organisation and is reviewed on an ongoing basis.

LYS is compliant with the Governance Code (Code of Practice for good governance of community, voluntary and charitable organisations in Ireland) and in 2017 reviewed and restated our commitment to the code.

LYS are registered with the Charities Regulatory Authority and complete all reporting as required. In 2018, LYS commenced the process of ensuring that we meet the highest possible standard of the newly produced Charities Governance Code introduced by the Charities Regulatory Authority in 2018.

LYS is an integrated youth service, affiliated to Youth Work Ireland and is fully compliant with its Membership Charter.

LYS engages with Limerick & Clare Education & Training Board (LCETB) youth officers in the Continuous Improvement Plan (CIP) of the National Quality Standards Framework (NQS) of the Department of Children & Youth Affairs (DCYA)

Underpinning all activities of LYS is compliance with relevant legislation and development of appropriate policies. LYS policies are reviewed and developed as required by changes in legislation, best practice and requirements of funders.

LYS publishes our Annual Audited Accounts which are prepared in accordance with UK best practice, Statement of Recommended Practice (SORP).

Quarterly management accounts and annual audited accounts are presented to the Board for approval following discussion with the Audit committee.

In line with the requirements of each funder, coupled with DPER requirements, annual applications for funding include a proposed work plan. During and at the end of the year progress and annual reports are submitted detailing achievement of evidence based outcomes in the reporting period. The Limerick Youth Service is subject to regular on-site audits from funders and welcomes these as they verify adherence to procedures and requirements.

Risk Management

Limerick Youth Service holds risk management as a core tenet in its Strategic outlook and central to effective Governance. Risk is an everyday part of the organisations activities and managing it effectively is essential to provide an effective service and

safeguard funds and assets. Risks can affect staff, volunteers, service users, liability to others, property etc.

Risks can affect staff, volunteers, service users, liability to others, property etc.

In order to effectively manage risk, LYS identifies risk, assesses the likelihood/probability and the consequences or impact of an occurrence. We monitor identified risks on an ongoing going basis and manage risks through tolerating low level risks, managing and containing certain risks to acceptable levels, transferring identified risks to third parties through insurance or terminating certain activities where risks are unacceptably high.



Staffing

Approximately 100 staff are employed across LYS as youth workers, instructors, teachers, maintenance staff, and counsellors and in administration. Throughout 2018 LYS has committed significant resources to building *staff knowledge, skills and capacity* so as to be proactive in meeting the needs of young people. Training and upskilling has been conducted in areas including:

- Safeguarding
- Health & Safety
- First Aid
- ASIST
- Behaviour Management
- Information Technology
- Psychology of Adolescent Development

A competency Based Performance Achievement system was also implemented in 2018.

LYS is also active supporter of Community Employment Scheme and Jobs Initiative programme with members participating in further training and education programmes.

Evidence & Research Base for our work



In our commitment to developing a strong evidence and research base for our work and establishing robust data collection and evaluation mechanisms, throughout 2018.

- Prioritised **results/outcomes based planning** in-line with organisational and national objectives and policy
- Conducted **research** on emerging themes relating to young people's needs, area profiles, and to youth work principles, practices and outcomes. 2018 saw the initiation of: 'A baseline study and needs analysis of young people aged 10-18 in Limerick County', funded through Pobal's LEADER Programme 2014-2020; supporting the Department of Rural and Community Development.
- Developed a '**Counting Rules Template**' collating data with respect to the needs and profile of young people engaging with LYS, the services and supports provided and the

numbers of young people participating in specific interventions.

- Supported the collection of relevant, quality **evaluation** data across programmes and initiatives including:
 - A Case Study evaluation of the The Nature and Implications of a Garda Youth Diversion Project (GYDP) for two of its young participants
 - An evaluation of 'On Your Bike!' a 12 week Bike Build Youth Development Programme delivered by LYS in 2018.
 - The adoption of CORE Information Management Systems; a validated, peer reviewed software tool designed to quantitatively measure outcomes for young people accessing counselling supports



THE FUTURE

Looking forward to 2019, there is a number of challenges which will face.

- The DCYA are reforming the Special Projects for Youth Funding and all existing projects will be required to be re-engineered to fit the requirements of the new Targeted Youth Funding Scheme in 2019.
- The Youth Services Grant which traditionally funded the core costs of the organisation is being reformed. This may require some restructuring in how we work in 2019.
- The plans of LCCC in relation to the Factory Southside Youth Space is unclear and the space is currently up for sale, this leaves LYS in uncertain position with regard to future planning.
- Recruitment and retention of staff in an increasingly competitive employment market is a concern for us in 2019
- The continued difficulty in recruiting and retaining volunteers, particularly in urban areas will challenge us in the delivery of Volunteer led Youthwork.

In addition, there are challenges in relation to the increasing cost of insurance and the implications of building ownership on our ongoing financial commitments. The new Charities Regulatory Authority Governance Code will have implications for our Governance & Compliance in 2019. The General Data Protection Regulation (GDPR) will continue to place requirements on us with regard to the collection and storage of data.

Priorities for 2019 will therefore include;

- Re-structuring existing Special Projects for Youth Funding and Volunteer led youthwork supports and the development of a specific strategy around Volunteer Led Youthwork.
- Embedding new projects such the Ability Project, Garryowen and Detached Youthwork models as well as further developing our learning and approaches in these areas.
- Completion of existing capital projects in Rathkeale, Nicholas St. and remedial work in Glentworth st.
- Review of LCETB Co-operation Hours allocation and administration.
- Completion of Rural Research in March 2019
- Roll out of pilot Youth Participation plan with Department of Children & Youth Affairs.
- Further develop the new Digital Skills programme within the Community Training Centre
- Examine a traineeship model for Young people within the CTC.
- Further develop employability options/programmes for young people.
- Continued improvement in the areas of data collection, monitoring and evaluation.
- Expanding links with private enterprise and establishing links through CSR.

At an organisation level, we will continue to develop leadership across the organisation and focus on the following; staff professional development, Health & Safety improvements, child protection, terms and conditions and Organisation structures.

Name: Limerick Youth Service Board.
CRA No. 20016531.
Head Office: 5 Lower Glentworth Street, Limerick City
 Community Training Centre, Lwr Glentworth St, Limerick.

Outreach

Northside Youth Space, Ballynanty, Limerick.
 The Factory Southside Youth Space, Galvone Business Park, Limerick.
 Rathkeale Youth Space, Abbey Court, Rathkeale, Co. Limerick
 King's Island Youth Space, Nicholas St, Limerick
 East Limerick SPY Project, Main Street, Castleconnell

Bank: Bank of Ireland, 125 O'Connell St. and
 AIB 106-108 O Connell St, Limerick

Auditor: Grant Thornton, Mill House, Henry St., Limerick

Solicitor: Ms Fionnuala McMahon, O'Gorman Solicitors, Munster House, O'Connell St,
 Limerick.



Limerick Youth Service delivers a variety of educational and training courses and programmes for young people (16-21yrs) at our Community Training Centre, Lwr. Glentworth St, Limerick and other youth spaces.

This provision is supported by Limerick and Clare Education and Training Board and co-funded by the Irish Government and the European Social Fund as part of the ESF Programme for Employability, Inclusion and Learning 2014 - 2020.