



ANNUAL REPORT 2021

Limerick Youth Service

Lower Glentworth Street
Limerick

www.limerickyouthservice.com

limerick youth service



Foreword

The Covid 19 pandemic has continued to provide an ominous backdrop to the delivery of our services throughout 2021. We know that the crisis has had a disproportionate impact on young people's lives and that young people have paid a high price in the form of foregone opportunities for education, social & emotional development and employment opportunities.

Despite these challenges, Limerick Youth Service has continued to respond to the needs of young people and to provide services on a face to face and remote basis throughout the pandemic. Our youth work staff delivered community-based youth work in Garryowen, Kings Island, Rathkeale, Askeaton, East Limerick and Limerick City Centre and Suburbs. Community Arts, physical education, mental health & well-being, personal development and environmental sustainability projects have all taken place. The Youth & Family Support and Youth Diversion Projects supported a large number of particularly vulnerable young people throughout 2021.

While incredibly challenging, we have continued to engage young people in education and training programmes within the Community Training Centre. In 2021, these programmes were delivered online and in-person and included implementation of a new pre- apprenticeship programme.

In the area of Youth Mental Health, we have expanded our range of services to include an extension of our supports in Rural County Limerick. This initiative has been made possible through funding secured from the RTE toy show. In addition, Counselling Hubs have been developed in Castleconnell and Rathkeale which will allow our Counsellors to provide a range of supports remotely.

2021 was a very difficult year for Volunteer Led Youth clubs. In line with Public Health guidelines, no Volunteer youth clubs opened in person in 2021, however some clubs were offering online provision. Training, cluster meetings and the development of a Youth Club Online Digital app was progressed and will be implemented in 2022

LYS was successful in securing funding for the Ability+ Employability programme. This programme is aimed at young people aged 17 to 21 and aims to promote employment prospects and education opportunities for young people with disabilities.

We are hopeful that in 2022, Limerick Youth Service will be in a position to return to more normal levels of service delivery.

Table of Contents

ABOUT LIMERICK YOUTH SERVICE	4
INCLUSIVE & INTEGRATED SERVICE	5
YOUTH PARTICIPATION	19
SUPPORTING VOLUNTEERS	21
YOUNG PEOPLE ACHIEVING THEIR POTENTIAL	23
ENABLING OUR STRATEGY	28
THE FUTURE	34

About 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.

LYS delivers an integrated youth work model that ensures young people can be involved in one or more areas of youth work according to their interest and need at a particular time

Limerick Youth Service's youth work programmes, services and activities are designed to improve confidence, communication, planning and problem-solving skills among young people. The following youthwork was delivered in 2021 using both remote and direct face to face delivery.

STRATEGIC PRIORITIES

Inclusive & Integrated Youth Service

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

Youth Participation

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

Supporting Volunteers

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

Young People achieving their potential

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

Enabling our Strategy

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

Inclusive & Integrated Youth Service

YOUTH SPACES

Limerick Youth Service supports and services are delivered within dedicated, safe, accessible and youth friendly spaces across Limerick City and County including: -

- Limerick Youth Service Headquarters, Lower Glentworth Street, Limerick
- Community Training Centre, Lower Glentworth Street, Limerick
- The Factory, Southside Youth Space, Galvone Business Park, Limerick
- Northside Youthspace, Ballynanty, Limerick
- Rathkeale Youth Space, Abbey Court, Rathkeale, Co. Limerick
- Kings Island Youthspace, Nicholas Street, Limerick
- East Limerick Youth Project, Castleconnell, Co. Limerick



Working in partnership with local communities, Limerick Youth Service also facilitates youth clubs and programmes in community venues and facilities across Limerick City and County including provision in more isolated rural communities.

Limerick Youth Service has continued to develop our buildings and facilities in 2021, including investment in Glentworth Street, Rathkeale youth space and the

development of a new youthhub in Castleconnell.

In 2021, Limerick Youth Service agreed to extend the remaining term within the Factory SYS for an additional three years or until an alternative space is provided if earlier.

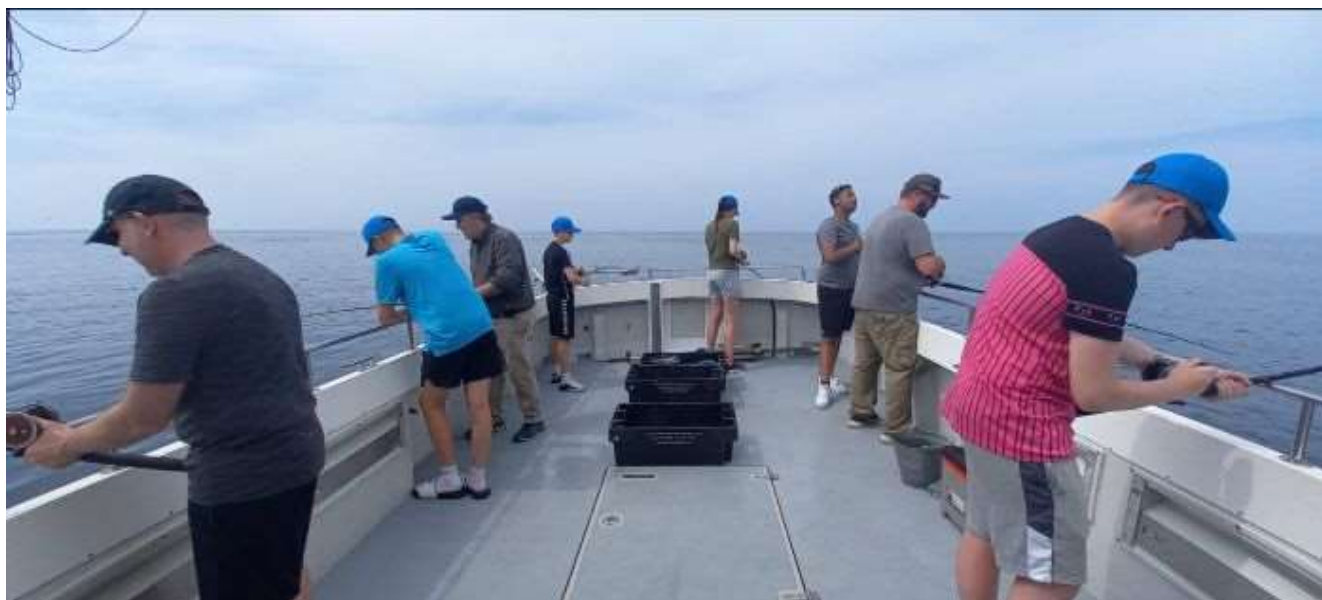


YOUTHWORK

Youth Diversion Projects

LYS Youth Diversion Projects (YDPs) work with young people who have a moderate risk of offending, providing support in areas including education and training, employment and recreational activities. YDPs, operating across Limerick City, support young people who are experiencing challenges including substance misuse, behaviour management, anti-social behaviour, negative peer groups and poor educational attainment.

In 2021 across Kings Island, Irishtown, Henry St Outreach and Ballynanty, **92** young people aged 12-17 years, **13** families, **8** young people over 18 and **4** young people aged between 8-11 years engaged with our YDPs.



In 2021, YDPs supported young people in meeting the negative impacts of COVID safety measures and restrictions on the mental health and wellbeing of both young people and their families. In doing so, the YDP went back to nature, particularly relevant throughout lockdowns, with an Outdoor Gardening programme creating in young people an awareness of nature, health and nutrition, an appreciation of biodiversity and the ecosystem whilst instilling empathy and care for the local environment amongst young people.

Youth and Family Support

The aim of the Youth and Family Support Project is to improve outcomes for young people by enhancing social and emotional wellbeing in partnership with their family and community.

The types of activities engaged in the early parts of 2021 during covid19 Lockdown included a walking challenge with young people and their families, online TikTok challenges, poetry competitions and an online magic show. As we emerged from lockdown the project resumed face to face provision including an outdoor health and fitness programme, healthy relationships programme, music production and performance, one to one social and emotional support, educational support, digital inclusion support, parental engagement and home visits including referrals to counselling, advocacy and empowerment, crises interventions, and Holiday provision including Summer and Halloween programmes.



A highlight of 2021 was 'Limerick's Fittest Youth Club', a collaborative piece between LYS Youth and Family Support, Garryowen Club Together, Garryowen CDP, The West End Youth Centre and Southill Hub. This event saw young people take part in time trialed fitness challenges at Ballyhass Lakes in a bid to be crowned 'Limerick's Fittest Youth Club'. Many of the young people who participated would have limited access to resources around physical activity and fitness therefore participation enabled them to grow in confidence and develop further healthy relationships around wellbeing and exercise. We held in house trials in order to establish teams for the main event. The trial along with subsequent training sessions allowed young people to grow and develop as the weeks went on and go into the event with a sense of confidence and togetherness. Young people were introduced to fitness in a youth friendly and fun way which is a huge encouraging factor when promoting healthy lifestyles. Many of the young people are already asking about next year's event!

In 2021, the project worked with an average of 84 young people and their families supporting them via Targeted Group Interventions Individual Supports, Parenting and Family Work, Crisis Intervention and Holiday Provision

UBU Your Place Your Space

LYS facilitates 6 UBU Your Place Your Space community-based initiatives supporting young people across Limerick City and County with bases in

- Kings Island UBU
- Garryowen UBU
- Lava Javas City Centre UBU
- City Suburbs Youth Project UBU
- East Limerick UBU
- Rathkeale-Askeaton UBU

LYS youth workers supported young people experiencing challenges including social isolation, substance misuse, low confidence and self-esteem, poor mental health and wellbeing, low levels of education and training, anti-social behaviour. It is important to note that all UBU projects continued to deliver supports and services to young people despite the challenges of lock downs and restricted movement. Creative approaches and digital delivery ensured the engagement of young people including those most vulnerable to the negative impacts of COVID.



**In 2020/2021
UBUs
supported over
700 young
people with a
focus on
socio-
economic
disadvantage
marginalised
and vulnerable
young people.**



LYS City Suburbs UBU Youth Project based in Northside Youth Space, Ballynanty

engaged **120** young people in activities including Gaisce mentoring, one to one supports around education and social and emotional well-being, group work, parent support, fitness programme, cookery, talent shows, arts and crafts, Irish fisheries programme, music, book club, outdoor summer programme, mind out mental health programme, transition programme and employability.



City Suburbs UBU Fishing Programme

14 boys aged 10-12 from city and suburban migrant communities with limited English language skills engaged in this programme. It covered environmental waste and the damage it can do to our rivers and included fishing trips with young people making bait for the fish sitting on the side of the river. The active and physical nature of this programme allowed the young people to develop English language skills in a fun and relaxed way, further developing positive peer relationships and teamwork skills. It also enabled youth workers to build trusting relationships with young people's parents and guardians

The **East Limerick UBU Youth Project** provided youth work supports to young people 10-24 years in Castleconnell, Murroe, Cappamore, Caherconlish from its base in

Castleconnell. Approximately **130** young people were engaged throughout the year in activities



craft, music, meditation, mountain biking programme, kayaking, orienteering; University of Limerick Access Engagement Programme; quiz nights and chill out space, career, education and employment supports, repurposing fashion, transition programme, one to one mentoring supports, parental supports, advocacy and supporting young students on work experience placements.

East Limerick's biodiversity programme worked with young people in assessing local environmental conditions including water quality, butterfly population and plants developing an awareness of biodiversity and a strengthened connection with local biodiversity. The programme

further developed teamwork, planning and problem-solving skills.

LYS **Garryowen Youth Together UBU** based in John's Street, offers youth work supports to **90** young people 10-24 years from the Garryowen area. In 2021, the project facilitated:

the use of safe spaces by local young people to socialise and have fun, drug awareness programme, Summer Camps, Dance Limerick Programme, Men's Horse Care Programme, detached youth work, supports around anti-social behaviour, small group coaching, woodwork programme, physical fitness, family visits and support, ex-offender support and a community circus programme.

The Garryowen Youth Programme included a complete guide to fitness programme engaging young boys at risk of engaging in anti-social behaviour in activities including a focus on the benefits of correct training methods of different muscle groups in the human body and on improving fitness levels through cardio and endurance exercises. Its detached and outreach work prioritized those young people who may have fallen through the cracks due to covid 19, whereby local youth workers make contact with young people on the street, and ensure the re-engagement of those hard-to-reach young people.



Kings Island Youth Project engaged with **87** young people aged 10-24 years in King's

Island and surrounds offering youth work supports from its base in Nicholas Street Youth Space. Young people engaged in activities including Zoom family bingo sessions, Arts and Crafts, Cooking Class, Drop -In, Fitness Programme, Creative Dance programme, advocacy in helping young People into training or employment, outdoor allotments developing community pride and giving young people ownership of their community area, walk and talk group, photography project, School Completion Programme Summer Scheme and work experience.

The Kings Island Young Mother's group was particularly supportive to young mother's throughout COVID, whereby the group engaged in healthy cooking classes, parenting skills, exploring what it means to be a mother, healthy relationships, confidence and self-esteem, fun day trips providing welcome respite and building supportive relationships within the group including healthy relationships and boundaries and a Drama group , which explored issues including Feminism and healthy relationships in a script the group wrote for a play.



Lava Javas

Youth Project

is a city centre based project delivering thematic youth work supporting LGBTI+, Migrants & Ethnic Minorities, Travellers and young people not In Education, Training or Employment aged



10-24 from its base in Glentworth Street, Limerick City. In 2021, over **140** young people engaged

in weekly activities including a youth committee, one to one interventions supporting social and emotional wellbeing, one to one interventions with migrant youth groups and LBBTQ+ groups, arts and crafts, empowering young traveller women, family support and advocacy, leaving cert tutorials, supporting volunteers, trip to Doon social farm, UL and Kilfinnane summer outdoor activity camps, chill out spaces, CV and Scholarship application support, the production of a social media video for the Lasta Festival highlighting issues that impact migrant youth and an international youth exchange.



Lava Javas has supported young people to participate in The Irish Youth Music Awards, attending Zoom songwriting workshops through 2021 and strengthening their confidence, their creativity and their love for music.

Rathkeale Askeaton Youth Project UBU

based in Rathkeale Youth Space, engaged **190** young people in activities including photography, distributing activity packs, pamper packs, creative packs and learning support packs throughout COVID, Journaling Programme, support

to parents and guardians, advocacy, one to one supports around social and emotional health and well-being, Art tutorials, Art competition, outdoor programmes, makeup tutorials, sport, creative dance, day trips, summer camps, pool tournaments, transition programme, and 'Growing Up in Askeaton' film making programme.



'Growing Up in Askeaton' - Film Project

Young people wanted to learn what life was like in Askeaton when their grandparents were young, and to explore this, the young people interviewed and filmed four senior members from the Askeaton Community. They also interviewed a tour guide to learn the history of the town. Young people aged 15-18 years completed 8 sessions covering jobs in the film industry, shots and angles, camera work, filming and editing, voice over techniques, interviewing skills, portrait of personalities, character types, and different narratives, how stories work and visual literacy, etc.



The group produced a short 10 minutes film piece which can be found at <https://www.youtube.com/watch?v=kn0rB1zHOD8&t=4s>

Young people, including traveller youth did the camera work and interviewing, collaborated with senior members of the community, built on the gap that can be seen between adults and young people, gained a knowledge of film production. Outcomes included Enhanced social, emotional and communication skills, greater confidence and agency, greater social network and positive peer support and improved planning and problem-solving skills.

'It was very educational, and I absolutely enjoyed every second of it. Also it was great fun to take part in and I'm glad I participated in it'.



LYS Youth Mental Health Project (BeWell)



LYS' Youth Mental Health Project (BeWell) addresses youth mental health needs through the provision of One-to-One Counselling, One-to-One and group support with a Youth Mental Health Worker. The delivery of evidence based mental health and well-being programmes, all with an emphasis on strengthening participation in youth mental health services also take place through our Youth Advisory

Panel (YAP). In 2021, **159** young people were referred to LYS one to counselling service. 1257

sessions were offered and **111** YP engaged, with an excellent attendance rate of 86%. Young people were supported in areas including anxiety, family issues/relationships, isolation/loss/low mood, trauma, eating disorders and school issues/behavioural concerns. The youth mental health worker facilitated 20 young people to participate in Limerick Pride online event, 23 young people to engage in senior and junior YAP initiatives including

- Breaking the silence video
- MY STORY - A collaborative research project supporting youth participation in mental health with University of Limerick
- Developing Wellness packs for Leaving Cert Students
- Limerick Mental Health Week 2021 Headline Events



In 2021 **18** young people participated in team building activities through sport in response to the impact of COVID restrictions and to provide opportunities for regular physical exercise, **12** young people attended a summer camp prioritising homeless young people; over 150 young people completed the 5 a day mental health workshop as part of primary to secondary transition programme.

Break the Silence

In 2021, the Be Well team supported the production of 'Break the Silence', a short advert/video that promotes a help seeking culture among young people when speaking about their mental health, has been launched by Limerick Youth Service (LYS). Created by young people with LYS' Be Well Youth Mental Health Advisory Panel (YAP), Break the Silence can be viewed at www.limerickyouthservice.com and across social media channels.

'When people are feeling low, it is important they know they can reach out to someone for help, support or guidance. That help can be talking to a friend or contacting a support service which are highlighted in the video,' said Shauna.

A Rural Youth Mental Health Worker joined the team in October, demonstrating our commitment to young people in rural areas accessing mental health and wellbeing supports. The creation and use of Wellness Rooms in both Rathkeale and Castleconnell as result of funding received from NOSP in 2020 will be a key element of the delivery of outreach mental health services.

'We made Break the Silence to let young people know that at times it's okay to not be okay and that a weight can be lifted when you take the first step to getting help,' said Shauna Lee, LYS'

Youthwork Programmes

In 2021, Moving On Up- Primary to Secondary Transition Programme was delivered to 138 new first years in Scoil Mhuire agus Íde Newcastlewest with 8 5th year students allocated to each team, and to 114 new First Years in Hazelwood College Dromcollogher Students. The Programme was run collaboratively with schools and with support from Limerick Sports Partnership.



Youth Cafes

LYS currently supports 4 youth cafes in the city and county, namely, *RK Youth Café* in Rathkeale, *Steps Youth Café* at the Northside Youth Space, *Laff Caff* at the Factory and *Lava Javas* in the City Centre.

Youth Participation

Comhairle na nOg

58 young people from 11 schools attended the Comhairle na nÓg AGM in December 2021. Limerick Comhairle na nÓg worked on Gender Equality including LGBTQ+ awareness for 2021 and in March 2022 they will be launching their videos on their LGBTQI+ work and are due to reveal their new mural.



8 members attended the Europe Youth Event in Strasbourg, France in October where they talked about their work in Limerick and participated in workshops on a wide range of topics including climate change, gender equality, voting, and the future of Europe. They also had fun at the many cultural events that were organised

Aoife Ni Riain, the Limerick National Executive Officer for 20-21, was a keynote speaker at the

Irish Heart Foundation National Conference. She spoke about their work on Not Around Us, the WHO award and support for the Tobacco 21 mandate - which seeks to bring the legal age for tobacco purchase in Ireland up to 21



Youth Information & Communication

Limerick Youth Service youth information and communication service provides general and specialist information services to young people and those who work with them on issues such as career guidance, minority rights, accommodation, travel, access to education and literacy support.

In 2021, there were 3,300 contacts with the service via email, social media, in person, online and outreach. Social Media is a very valuable method of staying in contact with young people and providing relevant and accessible information, particularly throughout COVID restrictions.

There were approximately 38,000+ clicks to limerickyouthservice.com. In addition, Limerick Youth Service manages 22 Facebook pages, 2 Twitter accounts, 1 LinkedIn account, 3 Instagram accounts, 1 Sound Cloud and 1 YouTube account with unlimited reach and interaction.

There were over 500,000 interactions with LYS social media accounts

International Youthwork

In 2021, 8 LYS young people travelled to France to attend the European Youth Event in the European Parliament in Strasbourg.

LYS was successfully awarded Erasmus+ Youth Accreditation. This award recognises LYS' strong capacity to deliver high-quality youth mobility for young people, staff, and volunteers. Our level of experience in European youth work was evident and the accreditation presents a positive progression for the organisation.

Traveller Youth Mental Health

The aim of the Mid West Traveller Youth Mental Health Initiative is to promote and protect youth mental health by the creation of a Traveller Youth Advisory Group (TYAG) across five hubs in the Midwest to guide the development of the project and to build their capacity to publish and promote a suite of bespoke communication, information and capacity building measures with young Travellers aged 10-25 years.

Supporting Volunteers

Volunteer Led Youth Clubs

The facilitation of youth clubs and programmes in community venues and facilities across Limerick City and County including provision in more isolated rural communities was extremely hampered by COVID 19 lockdowns and restrictions.

However, in 2021:

- LYS commenced the development of a digital application to support the registration and administration of volunteer led youth clubs.
- A full programme of training dates for COVID, Safeguarding and Induction Training for clubs was in place.
- Work was ongoing on the Volunteer led Youth club Handbook
- LYS applied for COVID grants to LCETB to provide clubs with various support including First Aid kits Sanitizer, Masks, Signage, and promotional material as they return to local halls and venues.
- Ongoing engagement with Youth Work Ireland regarding a Clubs strategy locally and nationally.





Young People Achieving Their Potential

COMMUNITY TRAINING CENTRE



LYS CTC delivers a range of practical and academic programmes including catering and professional bakery, construction skills, pathways to progression retail skills, and Leaving Cert Applied. Referrals to the CTC come from schools, Education Welfare Officers, Probation, Self, Department of Employment Affairs and Social Protection,

Limerick and Clare Education and Training Board, Local Employment Service and Home School Community Liaison.

In 2021, **139** learners registered with the Limerick Youth Service Community Training Centre and

8 major awards and **241** component

certificates were achieved by young people. **10**

young people successfully achieved LCA and **2**

young people successfully achieved FDQ level 2 bakery diploma.



15 work experience placements were facilitated. The numbers undertaking work experience in 2021 were much lower than normal because of the Covid 19 Pandemic. Placements are of great value to learners in consolidating their learning, aiding self-guidance, development of *21st Century Skills*, and preparation for employment or further education and training (FET).



67 young people progressed from the CTC in 2021, 56 of whom completed their full course / time in the CTC. Of those, 15 progressed to Further Education & Training at the same or higher level and 17 progressed to employment.

Ability+ Programme

The Ability +Programme aims to empower and facilitate young people (15-24yrs) with disabilities to develop personally, economically and socially to meet their needs and realise their full potential. Ability participants must live in Limerick City or surrounds and have a diagnosis of a disability to include ASD, a mental health illness, a mild learning disability or a hidden disability.

In 2021, 33 young people joined the Ability+ programme where they were mentored, coached and supported into education, training and/or employment. 15 young people were supported into full time employment and 18 young people supported into education.

In 2021 The Ability +programme secured funding through the Dormant Account Fund Measure to support young people with disabilities to continue the Ability provision for a further sixteen-month period. The Ability + programme continues to support young people with disabilities into education, training and or employment for those aged between 17-25 years of age.



Youth Employability

In 2021, LYS facilitated a Youth Employability Initiative engaging a total of 8 young people aged 16-18 years. The 8 young people are from St Marys Park area of the city and were unemployed and not engaging in the education system

The aim of this initiative was to strengthen the employability of young people through the development of personal and social competencies and skills including confidence and agency, communications skills, and planning and problem solving. Young people have been registered with revenue commissioners as employees of LYS and opened bank accounts. Successful work experience placements were conducted in areas including car maintenance, food service, youth work and retail. Outside agencies specialising in CV building and personal development were brought in to work with the learners in small group settings and in one-to-one meetings.

Work Experience/Job Placement

LYS provides placement opportunities for 3rd level students every term, January, and September. In 2021, despite ongoing COVID restrictions, LYS were able to facilitate placements for 11 students from Limerick Institute of Technology and 2 students from the University of Limerick. LYS also supported 1 student from Karel de Grote Hogeschool in Belgium on their Applied Juvenile Criminology course, continuing a strong relationship with them.

In addition, Limerick Youth Service facilitated 8 second level placements.





Enabling Our Strategy

STRUCTURE

Limerick Youth Service was founded in 1973 and is registered as a Scheme of Incorporation by the Commissioners of Charitable Donations and 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.

Ms	Audrey	Healy
Fr	Seamus	Enright
Ms	Karen	Long Eacrett
Ms	Karen	O Connor
Dr	Patrick	Buckley
Ms	Laura	Scanlan
Ms	Aoife	Walsh
Inspector	Ollie	Kennedy
Ms	Mairead	Holland
Mr	Michael	Howes
Ms.	Eileen	Hoffler

BOARD MEETINGS

The Board meet a minimum of six times per year and met six times in 2021 in addition to the AGM. Because of the Covid 19 pandemic, meetings were held using facing to face and online means. Conflict of Interest is an agenda item for all Board Meetings and Board Members are asked to absent themselves in any item where they have an interest or potential conflict.

Sub Committees

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

Audit, Governance and Risk Sub Committee

The role of the Audit, Governance and Risk Sub Committee is to monitor and control the audit and risk management systems of Limerick Youth Service including planning the annual audit, reviewing the annual financial statements, reviewing the quarterly management accounts, reviewing the risk register and driving good governance practice and policy.

In 2021 the Audit, Governance and Risk Sub Committee continued to work on a number of areas including; compliance with the Charity Governance Code, updating the financial controls and risk policy, recruitment of an Accountant post and liaison with the auditors. There were four Audit and Risk Committee meetings in 2021 in addition to a pre-audit meeting with the Auditors.

Community Training Centre Sub Committee

The Community Training Centre's Sub Committee'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.

Human Resources Sub Committee

The Human Resources Sub Committee principal objective is to assist the Board and the CEO to fulfil their functions by providing timely advice and guidance on areas within its remit. There were five meetings of the HR subcommittee in 2021. The HR subcommittee focus on a range of activities in 2021 including the review of salary scales and remuneration within the organisation, hr policies and procedures and the management of the Covid 19 response within the organisation.

MANAGEMENT TEAM

The Board delegates the day to day management of Limerick Youth Service to the CEO and Management Team who are as follows:-

CEO	Fiona O Grady
CTC General Manager	Kathryn Clancy
Youth Work Manager	Maurice Walsh
Finance and Administration Manager	Bernadette Behan
Human Resources Manager	Sinead Noonan

In 2021 Limerick Youth Service employed an average of 106 staff and worked with a large number of volunteers engaged in various aspects of its work with 10 - 25 year olds throughout Limerick City and County. After the declaration of the pandemic, the numbers of Volunteers engaged in Volunteer led youth work declined significantly as a number of volunteer led youth projects were closed temporarily. These projects are reopening in 2022.

STAFF

Limerick Youth Service has a team of highly qualified and dedicated people with a broad range of skills that work together in the delivery of youth work and educational programmes for young people.

Across our youth spaces and training centre, approximately 100 staff are employed as youth workers, instructors, teachers, maintenance staff and counsellors and in finance and administration.

An average of 7 staff were employed under the Community Services Programme to support to delivery of a range of Community service in the Factory SYS and the Northside Youthspace.

Limerick Youth Service has committed significant resources to the training and up skilling of staff and volunteers in safeguarding training, Garda vetting, COVID 19 induction, resilience, personal development, health and safety, risk assessment, Applied Suicide Intervention Skills Training (ASIST) and behaviour management.

Community Employment/Jobs Initiative

Limerick Youth Service is also an active supporter of the Community Employment (CE) Scheme and Job Initiative (JI) Scheme with members participating in further training and education programmes. Staff on these programmes provide support across all functions of Limerick Youth Service in the areas of administration, housekeeping, maintenance, caretaking and youth work.

In 2021, an average of 18 participants took part in Community Employment and 5 participants continued to take part in the Job Initiative Scheme.



In 2021, CE and JI participants undertook training in relation to child protection, manual handling, Covid Induction and Food Safety, English for Speakers of Other Languages, Working at Heights, MEWP Scissors Boom Lift & Harness Safety, Bwell Programme and Youth & Community work.

GOVERNANCE

Accountability and transparency are essential to the work of Limerick Youth Service. Limerick Youth Service is registered with the Charities Regulatory Authority and completes all reporting as required.

Limerick Youth Service is registered with the Lobbying register in Ireland and completes all returns as per requirements.

CRA Governance Code

This Charities Governance Code sets out the minimum standards a charity should meet to effectively manage and control their charity. 2021 is the first year that charities are expected to comply with the Code and 2021 will be the first year that charities will report on their compliance with the Code.

Limerick Youth Service has been working to ensure compliance with the code since the Charity Regulatory Authority launched the code in 2018. In order to achieve this, we have systematically worked through the principles of the code recording the actions that we have taken to meet each standard of the Code; and referencing the evidence that backs this up.

In 2021 specific actions in relation to governance including work on the child safeguarding, digital guidelines for working with young people, health & safety, policy developments in relation to Covid 19, digital youth work and updating financial controls, apportionment and risk register.

Strategic Plan

Limerick Youth Service has a comprehensive strategic plan, developed in consultation with young people, volunteers, staff and other key stakeholders. This plan provides the framework for the development of operational plans across the organisation and is reviewed on an ongoing basis. The current strategic plan covers the time period 2018-2021 and we will commence the development of our new plan in late 2021 to cover the period 2022 - 2025. The new Strategic plan will review current programme delivery, analyse the current internal and external policy environment and establish current and emerging needs through broad stakeholder consultation.

COMPLIANCE

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

Limerick Youth Service engages with Limerick and Clare Education and Training Board youth officers in the Continuous Improvement Plan of the National Quality Standards Framework of the Department of Children and Youth Affairs.

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

Limerick Youth Service publishes our annual audited accounts which are prepared in accordance with the provisions of the Statement of Recommended Practice (SORP).

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 to funders as required detailing achievement of evidence based outcomes in the reporting period. Limerick Youth Service is subject to regular on-site audits and monitoring visits from funders and welcomes these as they verify adherence to procedures and requirements and provides an opportunity to strengthen established policies and procedures.



RISK

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 organisation's 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.

In order to effectively manage risk, Limerick Youth Service identifies risk, assesses the likelihood/probability of the risk and identifies the consequences or impact of an occurrence. Limerick Youth Service monitors identified risks on an ongoing going basis and manage risks through tolerating low level risks, managing and containing certain risks to acceptable levels and transferring identified risks to third parties through insurance or terminating certain activities where risks are unacceptably high. Limerick Youth Service has a Risk Management Policy, Risk Register and Risk Guidelines for staff to support staff manage day to day risks.

CHILDREN FIRST

Limerick Youth Service is committed to safeguarding young people by ensuring that the entity is 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 employment/volunteering before their vetting is complete. All staff and volunteers participate in a 4 hour Child Safeguarding Awareness programme (NYCI). On completion of this programme, each participant receives a certificate which is valid for 4 years. In 2021, the Child Protection team delivered 5 sessions

of Child Safeguarding Training, 4 of which occurred between January and March 10th and one in October adhering to all guidelines. 64 people participated in Child Safeguarding Training in 2021. Participants included staff, students and youth club volunteers. In 2021 55 people were Garda vetted. This represents 20% of those normally vetted.

ACCOUNTS 2021

FULL VERSION OF LIMERICK YOUTH SERVICE AUDITED ACCOUNTS 2021 ARE AVAILABLE AT

[HTTPS://LIMERICKYOUTHSERVICE.COM/RESOURCES-PUBLICATIONS/#LYS-FINANCIAL-STATEMENTS](https://limerickyouthservice.com/resources-publications/#LYS-FINANCIAL-STATEMENTS)



The Future

Limerick Youth Service plans to continue with our core activities of providing youth work supports, services and programmes, delivering education, training and employability initiatives and supporting the development of safe and accessible youth spaces. We will continue to look for funding opportunities to deliver on the 5 key themes of our work.

Particular focus of our work in 2022 will be include;

- Development of a new Strategic Plan in 2022 to inform our work over the next 5 years.
- Youth Services Grant which traditionally funded the core costs of the organisation is being reviewed and reformed. This may require some restructuring in how we work in 2022.
- The consequences of our remaining the Factory Southside Youth space and the implications for staff and service delivery will require significant attention in 2022
- Volunteer Youth Clubs have been inactive for most of 2021 due to Covid 19 and clubs will require considerable support in 2022 in order to reopen. The continued difficulty in recruiting and retaining volunteers and the fact that many volunteers have moved on will challenge us in the delivery of volunteer led youth work. We will work with other partners at a National level on the strategy for reconfiguration of clubs after Covid 19.
- Particular focus of our work in 2022 will be work on our Erasmus + accreditation and the implementation of an international youth work programme of work for the coming three years.
- The Ability programme was extended in 2021 and we must prepare for the new ESF programme which will become clear in 2023.
- The difficulty in recruiting and retaining suitably qualified staff continues to be a challenge. Competition for staff from the statutory sector places us in a position where staff are being enticed to permanent pensionable posts within that sector.
- We will continue to expand links with private enterprise and build on the positive results we have achieved through our engagement with corporate entities in 2021 through Basis Point and the Community Foundation of Ireland.
- In addition, the crises situation in Ukraine which is emerging in 2022 will affect service delivery and we are unclear as of yet of the impact on the delivery of our services and programmes.
- Ongoing review and compliance with the Charity Regulator Charity Governance Code.







An Roinn Gnóthaí Fostaíochta
agus Coimirce Sóisialaí
Department of Employment Affairs
and Social Protection



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháiríochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



Bord Oideachais & Oiliúna
LUIMNIGH & AN CHLÁIR
LIMERICK & CLARE
Education & Training Board



Rialtas na hÉireann
Government of Ireland



An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency



Teachumhanacht na Seirbhíse Sláinte
Health Service Executive



government supporting communities



city of dublin youth service board

comhairle
le leanú óige



Irish Youth Justice Service
Seirbhís na hÍdaraíochta um Chosnais le hAon Chog



ciste na
gcuntas diomhaoin
the dormant
accounts fund



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills



Limerick
Comhairle na nÓg
Young Voices. Local Issues.



Ag treabhaíochas
atá fíor-ghairmíochas
agat mara a bfuil ann
Supporting people
with disabilities
reach their potential



EUROPEAN UNION

Investing in your Future

European Social Fund



Ireland's European Structural and
Investment Funds Programmes
2014-2020

Co-funded by the Irish Government
and the European Union



The European
Agricultural Fund for
Rural Development
Europe investing in
rural areas



An tSeirbhís Oideachais Lárionadach agus Scileanna
Further Education and Training Authority



Supporting Traveller Health and Wellbeing