

ANNUAL REPORT 2022



Youth Work Ireland



limerick youth service

Supporting Young People for 50 Years

FOREWORD

2022 allowed Limerick Youth Service to emerge from the Covid 19 pandemic and return to more normal levels of service delivery. However other challenges emerged. The war in Ukraine has resulted in the arrival of many young people to our shores who need support and assistance in trying to create a new life. We are also seeing significantly larger numbers of young people seeking international protection in Ireland.

There is no doubt that Covid 19 has deepened existing inequality with already vulnerable young people more at risk of poorer physical and mental health, learning losses and social isolation. In addition to the increasing costs of living, soaring energy costs have adversely impacted budgets particularly toward the end of 2022. Difficulties in recruiting and retaining staff and competition from the state sector have also placed additional pressure on our services and budgets.

Despite the changing circumstances and emerging needs, staff have continued to deliver community based Youthwork and enhanced supports to young people with additional needs in the areas of Youth & Family Support Project, Youth Diversion Project and the Be Well Youth Mental Health Initiative.

Significant support was provided to volunteer led youth clubs which had been closed for much of Covid 19, and a campaign to recruit new volunteers and re-open clubs is ongoing. However, the challenge for us is that many Volunteers have now moved on and are no longer available for Volunteering. The recruitment of Volunteers will require particular focus in 2023.

We have worked extremely hard to re-engage young people who had disengaged during Covid 19 back into further education and training opportunities within the Community Training Centre and through the Ability Programme and numbers in both programmes returned to pre-covid levels during the year.

A key goal in 2022 was to develop a new Strategic Plan for our organisation. This plan is now complete and will guide our work over the coming four years. The plan has emerged from an extensive review of policy and research, and from consultations undertaken with young people, volunteers, staff, board members, parents, funders, partners, and collaborators.

While addressing the challenges, our new Strategic Plan also recognises and builds on positive achievements and on young people's strengths and abilities as emphasised throughout our consultations. Ireland's young people demonstrated strength and resilience throughout the COVID 19 pandemic, adapting to a situation that caused severe disruption to their daily lives while showing empathy and compassion to those more vulnerable members of society.

In 2023, Limerick Youth Service will be 50 years old. Our founder Sr. Joan Bowles vision was to create a place of hope and encouragement for all young people. Our new strategic plan sets out an ambitious framework to deliver on that vision and achieve the greatest possible outcomes for young people.

Audrey Fehily



Chairperson

CONTENTS

	ABOUT LIMERICK YOUTH SERVICE	4
SECTION 1	YOUTHWORK	5
1.1	YOUTH MENTAL HEALTH	5
1.2	UBU YOUR PLACE YOUR SPACE	8
1.3	YOUTH & FAMILY SUPPORT	13
1.4	YOUTH DIVERSION	14
1.5	YOUTH WORK PROGRAMMES	16
1.6	YOUTH PARTICIPATION	17
1.7	YOUTH INFORMATION & COMMUNICATION	18
SECTION 2	EDUCATION, TRAINING & EMPLOYABILITY	19
2.1	COMMUNITY TRAINING CENTRE	20
2.2	ABILITY+ PROGRAMME	23
2.3	EMPLOYABILITY	25
SECTION 3	PRIORITISING INCLUSION	26
	UKRAINE YOUTH	27
	TRAVELLER YOUTH	27
	MIGRANT YOUTH	28
SECTION 4	VOLUNTEER OPPORTUNITIES & SUPPORT	29
4.1	INTERNATIONAL YOUTH WORK	30
4.2	VOLUNTEER LED YOUTH CLUBS	31
4.3	YOUTH LEADERSHIP	32
SECTION 5	ENABLING OUR STRATEGY	33
5.1	LIMERICK YOUTH SERVICE STRUCTURE	34
5.2	GOVERNANCE	36
5.3	RESEARCH, MONITORING & EVALUATION	37
5.4	RISK	38
5.5	FINANCE	39
SECTION 6	THE FUTURE	40

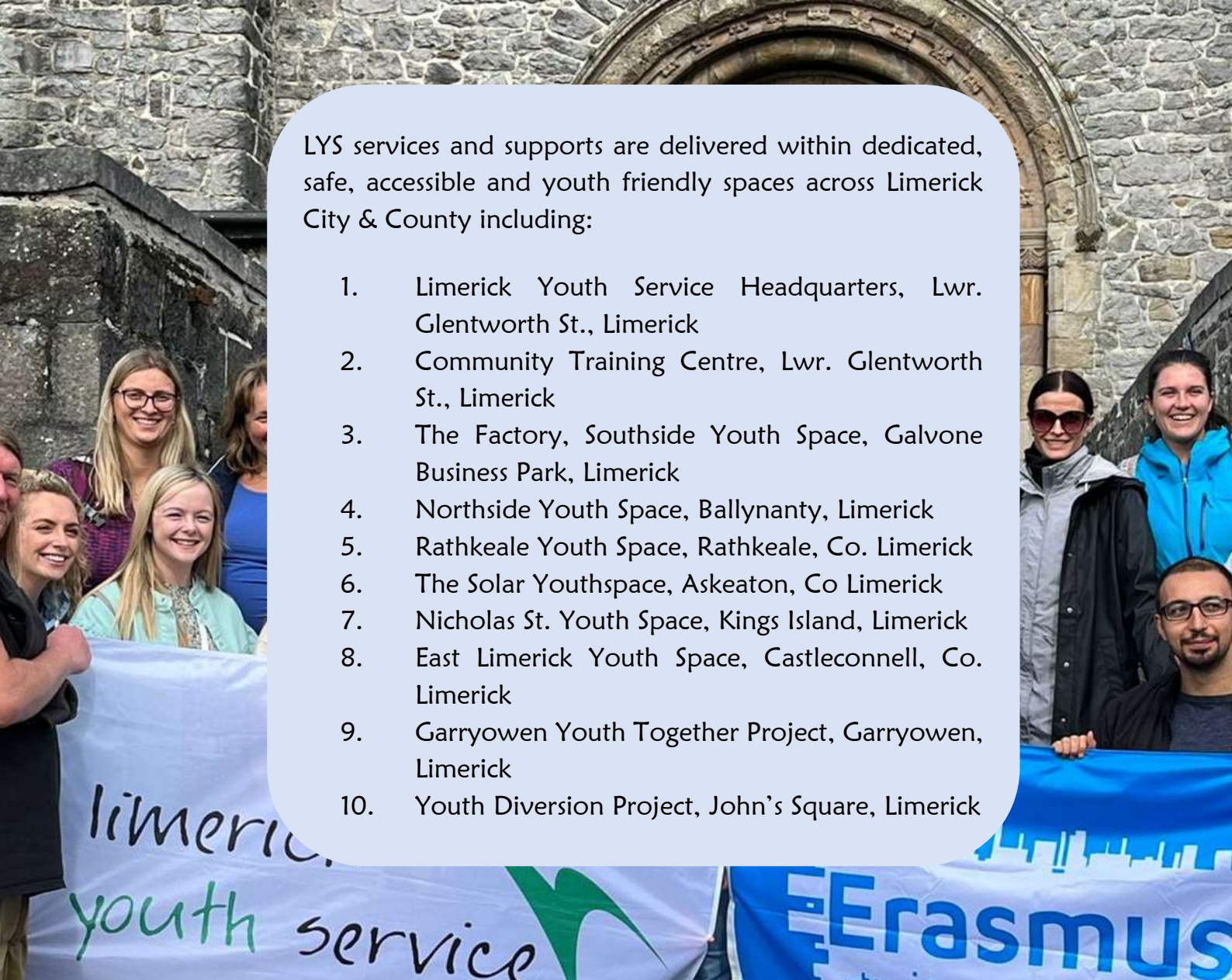
About Limerick Youth Service

Limerick Youth Service (LYS) was founded in 1973 and is a provider of youth work, education, training and employability programmes to young people aged 10 to 25 years in Limerick City & County. We are a registered charity and a member of Youth Work Ireland and the Irish Association of Community Training Centres. We are registered as a Scheme of Incorporation by the Commissioners of Charitable Donations & Bequests in Ireland, under Section 2 of the Charities Act 1973. LYS is governed by a Voluntary Board which is responsible for the overall governance of the Organisation.

Our mission is **‘Connecting with young people and supporting them to reach their full potential’.**

We do this by delivering:

1. Youth work supports, services and programmes
2. Education, Training & Employability opportunities & initiatives
3. Volunteer Opportunities & Support



LYS services and supports are delivered within dedicated, safe, accessible and youth friendly spaces across Limerick City & County including:

1. Limerick Youth Service Headquarters, Lwr. Glentworth St., Limerick
2. Community Training Centre, Lwr. Glentworth St., Limerick
3. The Factory, Southside Youth Space, Galvone Business Park, Limerick
4. Northside Youth Space, Ballynanty, Limerick
5. Rathkeale Youth Space, Rathkeale, Co. Limerick
6. The Solar Youthsapce, Askeaton, Co Limerick
7. Nicholas St. Youth Space, Kings Island, Limerick
8. East Limerick Youth Space, Castleconnell, Co. Limerick
9. Garryowen Youth Together Project, Garryowen, Limerick
10. Youth Diversion Project, John's Square, Limerick

MISSION

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

STRATEGIC PRIORITY AREAS

YOUTH WORK

Deliver high quality youth work that fosters meaningful outcomes for young people

EDUCATION, TRAINING & EMPLOYABILITY

Provide Further Education, Training & Employability opportunities that empower young people to fully integrate and participate in society

VOLUNTEERS

Attract, support and sustain volunteers so that they may positively contribute to improving the lives of young people

DELIVERING OUR STRATEGY

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

VALUES

- Young People at the centre of all that we do
- Community based, integrated and collaborative Learning,
 - Creativity & innovation
 - Equality, inclusion & diversity



SECTION 1

YOUTHWORK



LYS works with young people outside, yet alongside, the formal education sector. Section 3 of the Youth Work Act 2001 defines youth work as:

‘a planned programme of education designed for the purpose of aiding and enhancing the personal and social development of young persons through their voluntary participation, and which is complementary to their formal, academic or vocational education and training; and provided primarily by voluntary youth work services’.

Throughout 2022, our aim was to deliver high quality youth work, fostering meaningful outcomes for young people.

1.1 Youth Mental Health



In 2022, LYS Mental Health Project ‘Be Well’ delivered 1420 one to one counselling sessions to 103 young people, at an 85% attendance rate, supporting young people to positively manage their mental health and wellbeing. The top presenting issues for young people post-COVID lockdowns were anxiety; low mood; family/relationships; trauma/abuse and behavioural issues/school.

1420
ONE TO ONE
COUNSELLING
SESSIONS

‘[LYS Therapist] understands me and helps me feel better’

A ‘Care Fair’ event in the NorthSide Youth Space was attended by 100 young people, and held in collaboration with local organisations; GOSHH, Community Substance Misuse Team (CMST) and Drugs Education Prevention Strategy (DEPS). The aim of the event was to increase young people’s awareness of the mental health and wellbeing supports available to them in their local area.

103
YOUNG PEOPLE
ACCESSING ONE TO ONE
COUNSELLING

Limerick City & Rural Youth Mental Health Workers delivered evidenced based mental health & well-being programmes to 470 young people in rural areas with a focus on those who may be experiencing marginalisation or deprivation. These programmes have had a positive impact on young people’s understanding and awareness of positive mental health and wellbeing with over 80% of young people strongly agreeing, and agreeing, that they *‘have a greater understanding and awareness of the issues discussed’*, *‘have more knowledge and skills because of my participation’* and feel *‘more comfortable speaking about the issues discussed’*.



In 2022, BE WELL's Youth Advisory Panel (YAP) engaged 31 young people who received one to one mentoring and social and emotional support from the youth mental health workers. This supported them to achieve positive outcomes in terms of a 'Healthy Lifestyle' 'Self Esteem' and experience in 'School, Training & Work'. The YAP members benefitted from training in sexual health and wellbeing, and from group work sessions, which strengthened their communication, planning, creativity and decision-making skills. The YAP created a piece of music in collaboration with Music Generation Limerick, developed the 'My Story' video project in conjunction with University of Limerick Psychology Department. 1 YAP member was awarded a bursary to attend and present at the International Association of Youth Mental Health Conference,

FIFTH YEARS FROM SALESIAN
SECONDARY COLLEGE WHO
COMPLETED A 6-WEEK YOUTH
MENTAL HEALTH PROGRAMME
'MIND OUT' WITH OUR RURAL
YOUTH MENTAL HEALTH WORKER



Copenhagen.

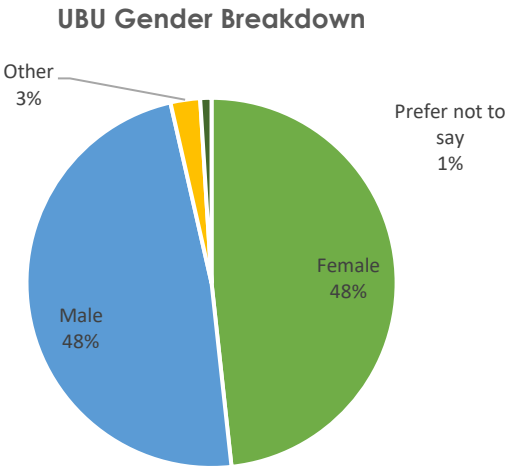
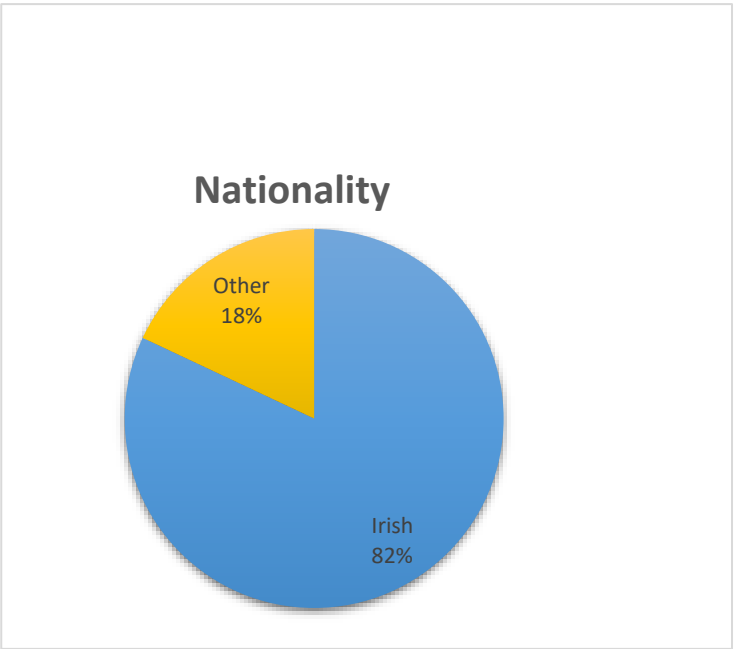
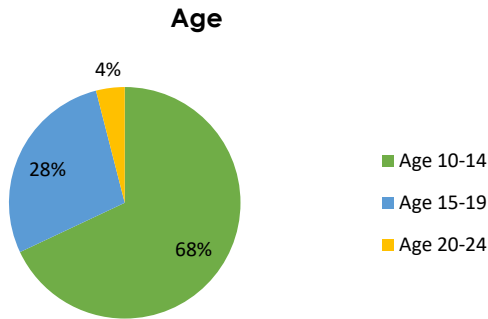
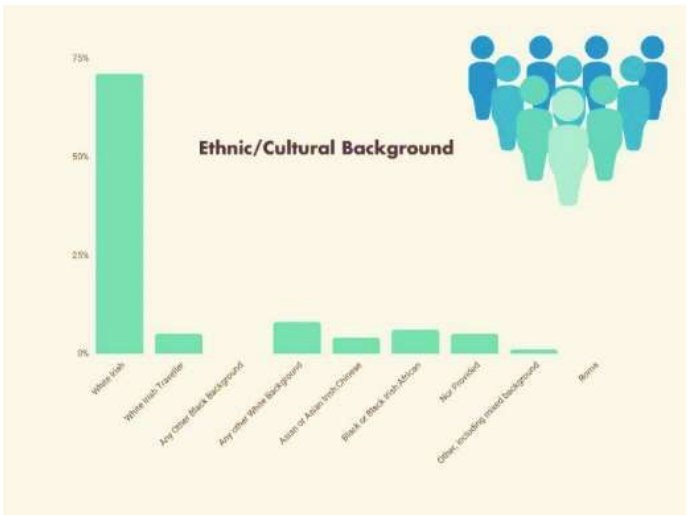
Two Wellness Hubs that will aid young people in rural and isolated communities to access mental health supports were launched in 2022 by LYS. Located in Castleconnell and Rathkeale, the Wellness Hubs gave young people an opportunity to speak virtually with a counsellor or youth mental health worker in a safe and private space.



1.2 Your Place Your Space UBU Programme



In 2022 LYS facilitated six projects under the ‘UBU – Your Place Your Space’ scheme, targeting young people in their local communities to enable them to overcome adverse circumstances. Young people participating in UBU programmes achieved meaningful outcomes in Mental and Physical Health & Well Being; Learning & Development; Safety and Security; Economic Opportunity and in Civic and Community Participation.



In 2022 **East Limerick UBU** engaged **133** young people aged 10-19 years in youth work services and supports from across Castleconnell, Caherconlish, Cappamore and Murroe.



YOUNG PEOPLE FROM THE CASTLECONNELL-UKRAINIAN YOUTH GROUP ON A TRIP TO CLONLARA EQUESTRIAN CENTRE WITH THE EAST LIMERICK YOUTH WORK TEAM.

Rathkeale – Askeaton UBU engaged **158** young people aged 10-17 years from across Rathkeale Askeaton area. The UBU programme delivers a youth café session once weekly attended by an average of 16 young people aged 16-19 years throughout 2022.

In May 2022, Askeaton's first dedicated youth space, The Solar, was launched by Limerick Youth Service, Foróige and West Limerick Resources at Askeaton Community.

CUTTING THE RIBBON AT THE LAUNCH OF THE SOLAR YOUTH SPACE





HEALTHY RELATIONSHIP
WORKSHOP WITH TEENAGERS AT
RATHKEALE (RK) YOUTH CAFÉ

City Suburbs UBU engaged **143** young people aged 10-24 years from across the city centre, Southill and Moyross and Ballynanty. The project engaged Traveller boys aged 12 to 16 years and young men aged 16 – 21 in targeted youth work, which included weekly group sessions, one to one support, outreach and Summer provision. The City Suburbs programme delivers weekly youth café sessions, attended by an average of 11 for young girls aged 12 – 14 years, 14-16 years and 18 – 21 years in our NorthSide Youth Space, Ballynanty.



JAM PACKED SUMMER PROVISION
DELIVERED FOR NORTHSIDE YOUNG
PEOPLE

Kings Island & Surrounds Youth Project engaged **77** aged 10 to 21 years from across the Kings Island, Nicholas Street and St. Mary's Park area. Kings Island UBU delivers detached youthwork, a form of youth work provision that operates without the use of a centre and takes place where young people "are at" both geographically and developmentally. In 2022, Kings Island UBU delivered an average of 2 hourly detached sessions in the local community, twice weekly engaging with approx. 10 young people on each activity.



Lava Javas Youth Project engaged **224** young people aged 10-21



years.

Lava Javas programme supports LGBTQ+ young people in both over and under 18s groups. Both groups meet weekly, and activities included painting a wall mural, quiz nights, sexual health workshop and PRIDE Parade planning and t-shirt design and printing. One of the activities delivered during PRIDE 2022 was the LGBTQI+ Chat Service in collaboration with LYS Youth Information Centre where young people could speak with Youth information Officer about coming-out, accessing support, use of words & more. Lava Javas diversity programme engages young people from migrant communities including Ukrainian young people in varied groups, meeting weekly and participating in activities such as talent shows, baking and quiz nights as well as accessing advocacy and one to one support.



ANTI-RACISM PEER MENTORING PROGRAMME

"Youth workers are friendly, kind and always positive" (Young Member of Lava Javas Diversity Group)



TALENT SHOW 2022

Lava Javas youth cafe provides a much-needed youth friendly, relaxed and safe space for young people, who maybe living in Direct Provision and in hotels, to be, hang out and have fun.

Lava Javas Youth Café meets every Thursday, Friday and Saturday and is attended by an average of 66 young people weekly.

Garryowen Youth Together Project engaged **76** young people aged 10-21 years. Activities included a girls dance troupe of 7 girls aged 10-14 who rehearsed every week for their final dance performance as part of 'Crinniú na nÓg' creativity festival. Garryowen UBU also delivered a detached youth work programme and in 2022 detached sessions were delivered approximately 3 times weekly engaging 15 young people during each session.



1.3 Youth & Family Support

The aim of the Youth and Family Support Project is to empower young people in partnership with their family and community.

In 2022, **89** children and young people received a Family Support Service delivered in the Factory Southside Youth Space, Northside Youth Space and City Centre locations. Key issues for young people included educational supports, poor sleep hygiene, overuse of social media and poor mental health. Parental needs included poor mental health, wellbeing, and addiction issues. The needs of migrant young people with respect to social and cultural integration were also prominent throughout 2022.

LYS' Youth & Family Support Project delivered interventions empowering parents and guardians to provide safe, secure, stable and caring home environments, such as parenting workshops and peer groups, addiction supports, budgeting advice and access to therapeutic counselling.

CASE STUDY

A young person aged 16 was referred to LYS in 2022. Through recent unfortunate events the young person's parent, who is parenting alone, had lost the family home and the family had to move in with a family friend. The young person's parent was also struggling with their own poor mental health and wellbeing, which impacted their own capacity to parent.

While the young person engaged well at school, had built positive school relationships, and enjoyed their time there, they had needs in terms of being isolated from their peers, managing their emotions, low mood, feeling overwhelmed and developing social skills and friendships.

The Youth and Family Support worker built a safe, trusting, and informed relationship with the young person and both parents through regular one to one support and mentoring sessions. Due to difficulties in their accessing transport, the support worker collaborated with the school to facilitate weekly mentoring and support sessions. They liaised with external agencies including health services to identify and understand any previous interventions and how best to collaborate with local agencies going forward.

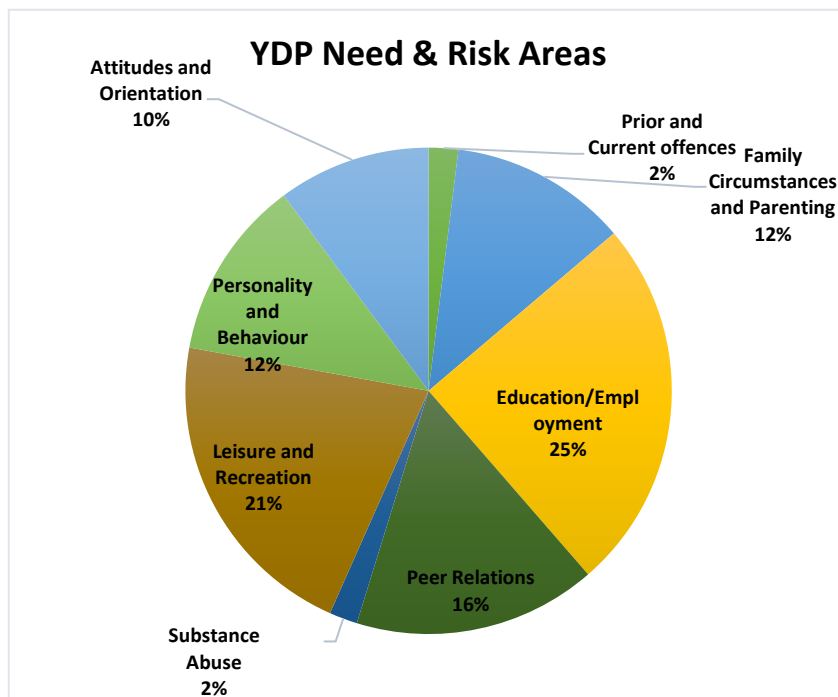
The young person, in partnership with their parent and school, was facilitated to access appropriate health related assessments. The support worker collaborated with parents in developing a plan to manage and attend the young person's medical appointments and assessments. Both parents and the support worker explored ways to develop their child's social skills and engage them in activities, which would enable the young person to practice and grow those skills.

The young person built a strong connection with their youth worker, and with their encouragement, and their own strengthened sense of confidence, attended a Be Well Anxiety Awareness Workshop, where they met with a peer group of young girls who participate in weekly group activities through the LYS' youth and family support programme.

The young person is now part of this group and participates in regular group work sessions including activities focused on strengthening young people's physical and mental health and wellbeing, learning and development, safety and security and active citizenship. Through membership of this group, the young person has also developed their communication and relationship building skills.

1.4 Youth Diversion Project

In 2022, the YDP engaged **92 young people** aged 12-17yrs; 5 young people aged 8-11 yrs and 4 young people aged over 18 years across Youth Diversion Project (YDP) locations in Kings Island, Ballynanty and Irishtown. The YDP Family Support initiative engaged 16 families, accessing 35 children and young people. In 2022, the key risks and needs for young people were:



The types of interventions delivered by Youth Justice Workers included empowering young people to remain in post-primary education and progress to further education and training such as progression to LYS Community Training Centre (CTC) QQI and



BIKING OUTDOORS PROGRAMME

Leaving Certificate Applied programmes and to Work to Learn, Pathways to Construction and other Apprenticeship training courses such as TUS Access to Apprenticeship. Young people were supported to develop their employability skills such as CV and interview skills, and to progress to full and part time employment. Young people completed Transition Programmes, supporting their transition from primary to secondary school.

In facilitating positive leisure & recreational opportunities, the YDP delivers Music programmes such as DJing/ rapping/ Guitar, Fitness & Nutrition, boxercise, pool competitions, Driver Theory, DIY, Horse Care, Career Development, Woodwork Skills, Outdoor Gardening and Construction, Film Projects and Photography Programmes and holiday provision in Ballyhass Aquapark.

YDP Family Support

The YDP team have supported families with housing and homelessness, youth offending, poor behaviour, incidents of youth absconding, engagement with courts and probation service, educational support, drugs issues and access to counselling/ mental health support, access to other services and effective engagement with other service providers, access to food supports and crisis funds where required.



1.5 Youth Work Programmes

LYS delivers the 'Moving on Up' Transition Programme empowering young people to manage the move from primary to post-primary level. In 2022, the programme was delivered to 640 young people attending 47 National Schools in rural County Limerick. Delivered by the youth work team at LYS, the Moving On Up programme included



workshops on topics on such as communications, wellbeing, changing friendships and peer pressure, while a fitness session with Limerick Sports Partnership was also part of the day.

'The three facilitators.....were extremely helpful and friendly and made every effort to engage with the kids throughout the day. I appreciated their efforts in helping make the programme accessible and meaningful for the pupils'.

The Moving On Up Transition Programme is supported by Basispoint

basis.point is the charity of the Irish funds industry and its wider ecosystem. The charity was set up in 2014, with the ambition to give every child in Ireland equal access to a brighter future through education. Founded on the idea of joined up giving, basis.point is a unique example of industry colleagues putting their time, energy and resources together, to combat one single issue, educational disadvantage. Further information can be accessed on their website <https://www.basispoint.ie>.



1.6 Youth Participation

Comhairle na NÓg

LYS prioritises young people's independence, autonomy and self-expression, their civic engagement and their voice in local and national structures and forums. In 2022, LYS facilitated 30 young people to engage with Comhairle na NÓg.

- child and youth councils in the 31 local authorities of the country, which give children and young people the opportunity to be involved in the development of local services and policies. Gender Equality and LGBTQIA+ issues were key themes for 2022. Two large murals were designed and painted by young people in Limerick City, and a video project was launched at an event in Ormston House. Young people attended a conference on the Future of Europe, at the European Parliament, Brussels in April 2022, having won a competition from same.



Comhairle na NÓg AGM

At the Comhairle na NÓg Conference held in October 2022, young people debated the key issues debate highlighting transport, mental health, and vaping, with the delegates choosing the theme of mental health for 2023.

AT THE LAUNCH OF LIMERICK
COMHAIRLE NA NÓG' GENDER
EQUALITY AND THE LGBTQIA+
THEMED PROJECTS AT ORMSTON
HOUSE, PATRICK ST, LIMERICK IN
OCTOBER 2022



1.7 Youth Information and Communication

LYS’ 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 2022, 639 young people accessed youth information in addition to parent/guardians and external agencies.

With respect to young people, the charts below depict that 36% of information is provided to young people on a face-to-face basis, 22% via Social Media Platforms: Facebook, Twitter etc and 21% via Limerick Youth Service Website and the Youth Information live chat Service. The majority of young people receiving information are aged 19+. Top three information areas concern Social & Cultural Opportunities (includes volunteering, engaging with youth clubs); Education & Training (Includes literacy support) and Employment & Career (Includes CVs).

In 2022, there were approximately 32,300 visits to the LYS website and LYS engaged with social media in the following ways: 15 Facebook Pages, 2 Twitter accounts, 1 LinkedIn, 8 Instagram, 1 Sound Cloud & 1 YouTube account with unlimited reach & interaction. LYS Twitter accounts received **160,707** views and our Facebook pages approximately **118,000**

32,300 visits to the LYS website

15 Facebook Pages



2 Twitter Accounts



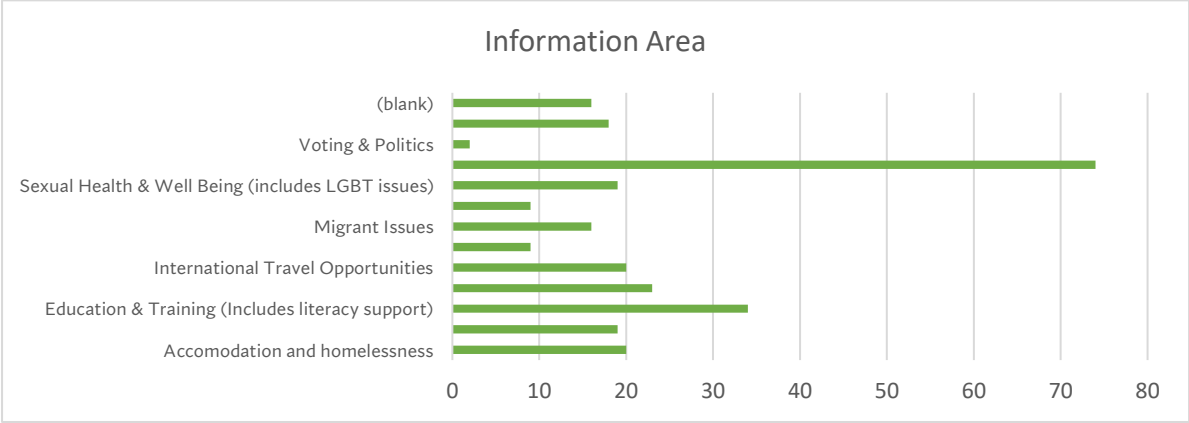
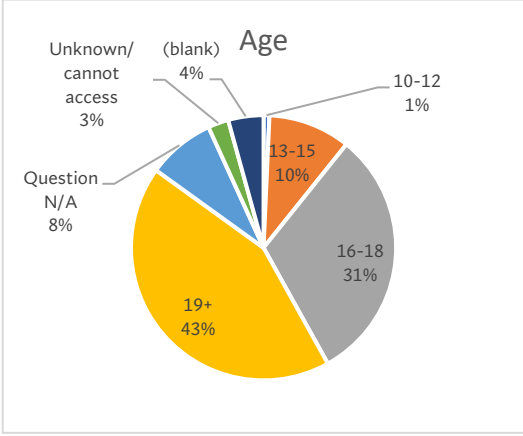
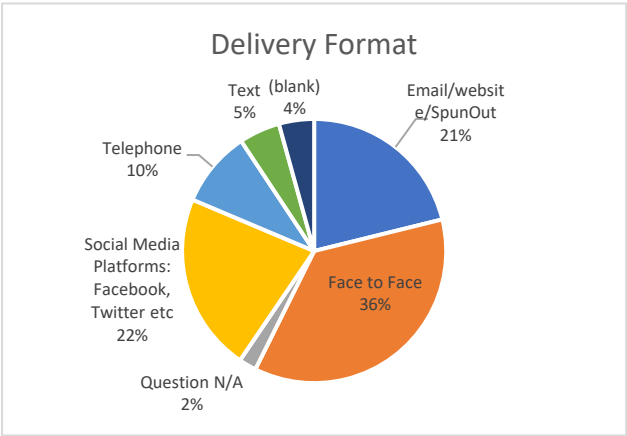
1 LinkedIn



8 Instagram



1 Soundcloud





SECTION 2

EDUCATION, TRAINING & EMPLOYABILITY

LYS provides Further Education, Training (FET) and Employability Opportunities that empower young people to fully integrate and participate in society.

2.1 Community Training Centre

Limerick Youth Service has a diverse number of further educational & training courses for young people (16-21yrs) at our Community Training Centre.

These courses, delivered in a supportive and vibrant environment, provide a balance of practical and academic studies that include invaluable periods of work experience. All young people have access to additional support such as an Advocacy Officer, wellbeing activities, summer provisions, while they can also access information and participate in international opportunities. Courses include;

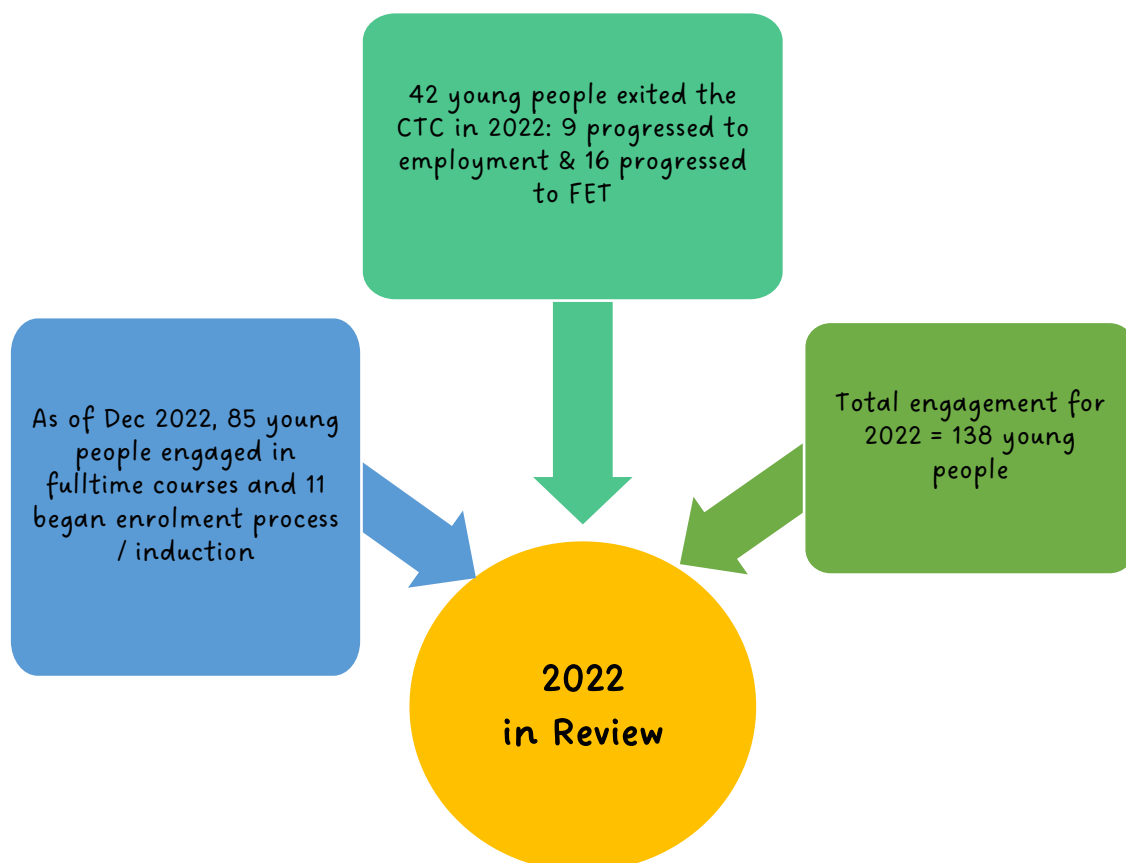
- QQI Level 3 Construction Skills
- QQI Level 4 Catering Skills
- QQI Level 4 Pathway to Progression
- QQI Level 4 Professional Bakery Skills
- QQI Level 4 Retail Skill
- English for Speakers of Other Languages (ESOL)
- Leaving Cert Applied

On completing their programme of study, students/learners will progress to further education, training and/or employment.

In 2022, 13 young people attending the Community Training Centre (CTC) achieved major QQI awards Level 3- and 20 young people achieved component QQI awards Level 3-4 awards in Retail Skills, Construction Skills, Catering Skills, Professional Bakery Skills, English for Speakers of Other Languages (ESOL) and Pathway to Progression.

5 young people achieved high distinctions in Leaving Certificate Applied (LCA) with one young woman, who left secondary school in 3rd Year, returning to pass their Leaving Cert Applied (LCA) with highest mark in Ireland. Another 2022 LCA graduate is preparing to study Equine Studies at Croom College of Further Education.

'I really liked my time with LYS, particularly the small class sizes and the people- my classmates and the teachers, who were very supportive.....coming to LYS was the best decision I ever made..... A year of two ago I didn't think I'd be able to do something like this, but to have gotten it (Leaving Cert Applied) and about to start a multi-media course in LCFE in ten days, I am delighted.'

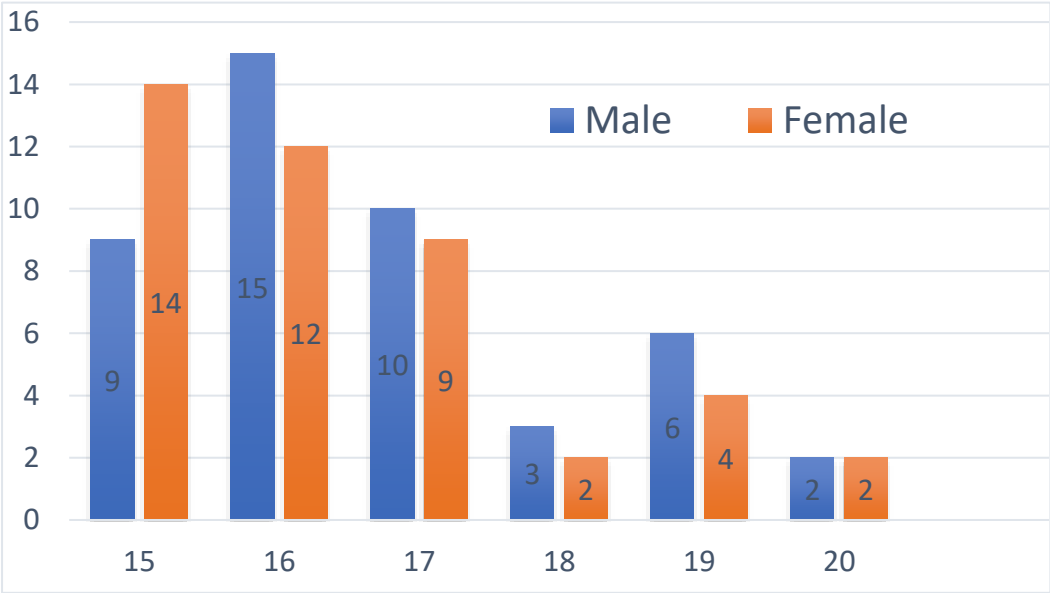


In 2022, the CTC facilitated work experience placements for 76 young people in local businesses including Limerick City Build Regen. Ltd., Ryan’s Timber & uPVC, Keith Purcell Autobody Placement Dunnes Store, Limerick City Hotel and JD Sports.

The CTC also facilitated additional activities, events and workshops with aim of strengthening employability skills including a field trip to the WorldSkills Ireland expo at the RDS Dublin; Barista Skills training at College of FET Kilmallock Road Campus; a Motor Mechanics Taster session and fund-raising events organised by CTC learners in support of the Christmas Shoebox Appeal, Ukrainian refugees and Milford Hospice.



Age on entry to Limerick Youth Service CTC



60%
of CTC young people
progressed
to
**Employment or
Further Education & Training**



2.2 Ability

Between September 2021/September 2022 the **Ability+ programme** worked with **54** young people. The aim of the Ability+ project is to support and mentor young people aged 17-25 years with

a diagnosis of ASD, mental health illness, mild learning disability or hidden disability into employment while furthering their education/training and connecting them to their community. 54% of those young people had a mental health illness, 22% had a diagnosis of ASD, 17% had a mild learning disability and 5% had a hidden disability. 29 young people were Living in poverty or material disadvantage, 25 were living in a jobless household, 19 were affected by homelessness/housing exclusion, 13 were living in a single adult household with dependent children and 1 young person was an ex-offender.

Young people received mentoring supports including one to one sessions focused on strengthening employability and key life skills such as confidence and self-esteem, communication, problem solving, critical thinking, creativity, relationship skills and emotional regulation.

Young people were supported to complete work and volunteer placements, and accredited training ranging from QQI level 3 right through to NFQ level 9 in areas such as Early Childhood Care & Education, Sports & Recreation and Liberal Arts.



Ability + Case Study

A young person joined the Ability+ programme in February 2019 with a diagnosis of a mild learning disability, a mild physical disability and mental health illness. They presented to the Ability+ programme having unsuccessfully completed their Leaving Certificate and was not in education, training or employment. The young person had no work experience or voluntary work experience. The young person lacked family support.

The youth mentor used the Ability+ Assessment Tool to begin to explore the young person's preferred areas of work. Funding was secured by the Youth Mentor to support the young person to attend a College of Further Education and to undertake in a QQI level 5 programme. In addition the Youth Mentor ensured the young person was facilitated with additional grinds through the college and that reasonable accommodation for examinations was provided along with five hours of personal assistance.

To support around mental health difficulties, the young person was signposted to their G.P and a referral was submitted by the youth mentor to LYS' BE WELL youth mental health team, where they received therapeutic counselling.

The young person requested the support of the youth mentor in securing voluntary work experience; arranged for nine months in a primary school and completed successfully. The youth mentor provided one to one support in interview skills and CV preparation and in completing a job application forms. The young person was supported in attending online interviews and provided access to the Ability+ office as a quiet preparation space.

The young person successfully completed a training travel module with the Youth Mentor and is now proficient in utilising public transport to and from work/college. The young person was also supported by the Youth Mentor in securing voluntary work experience in an LYS affiliated Youth Club.

The young person is currently working full time. Presently the young person requires minimal Youth Mentor support and will meet up with Mentor once every two months. The young person disengaged with the Ability+ programme in 2022 but has received follow up mentoring sessions.

The Ability+ programme supported and empowered this young person in identifying their strengths, interest and abilities and securing the academic support they required to attend and complete further education and training. The young person's work experience skills were enhanced through the placement with a local primary school, their social skills were enhanced through a placement with an LYS youth club, travel skills and self-confidence were strengthened, and her job search and interview skills were improved.

2.3 Employability – Kings Island

Limerick Youth Service’s Youth Employability Initiative (YEI) on Kings Island initially ran from January to June 2022 and recruited 8 young people from the community with the objective of developing the employability skills of participants through the means of personal development, group work, one to one meetings, and a period of paid work placement.

Central to the project is the Work to Learn programme. Work to Learn is designed to engage the learner with a series of exercises around self-reflection, creating CVs and developing job-search skills, recognising and overcoming challenges, and identifying interests and opportunities in the world of work.

Initially, 8 young people agreed to come on board and 7 finished the course. Needs assessments were conducted with all 8 young people, which indicated needs in the following areas: team working, attitudes to work and to welfare, employability, education, self-reflection, confidence, self-esteem, self-image, hope, and motivation.

On completion of a period of placement, outcomes were measured using a series of questionnaires and psychological scales which indicated that the socialisation of our learners with other members of the workforce is important. We also strengthened links with local service providers and local small to medium businesses. Of the 7 learners who completed the programme, two are currently in full time employment and one is completing a L6 qualification in childcare.





SECTION 3

PRIORITISING INCLUSION



In 2022, LYS demonstrated our commitment to equality, inclusion and diversity through targeted service provision for vulnerable young people.

3.1 Ukrainian Youth

2022 saw the arrival of over 1,500 Ukrainian refugees. LYS responded to the needs of Ukrainian young people in enabling their access to high quality youth work, education, training and employability provision. At a strategic level, LYS participated in the Limerick City, West Limerick and Ballyhoura Ukrainian Support Forums

LYS youth work provision supported 62 young people based in the Pery Hotel, Clayton Hotel and Pier 1 Hotels in the City Centre through our Lava Javas UBU Project. Activities included weekly group sessions enabling Ukrainian young people to have fun and relax in safe, accessible and youth friendly spaces, as well as develop positive peer relationships and friendships with young people from Limerick and Ukraine. Lava Javas UBU also facilitated a celebration of Ukrainian Christmas attended by parents, family and young people.

LYS' Queen of Peace Youth Club engaged 8 Ukrainian young people, based in the Maldron Hotel, in regular youth work activities including group work and one to one supports and advocacy. Our East Limerick UBU in Castleconnell supported 6 young people to participate in weekly youth work activities.

A Summer camp was delivered in The Factory, Southside Youth Space which was attended by Ukrainian young people who were based in local student accommodation. Summer camp fun including drumming session, bakery class, fitness workout and an excellent art class where they redesigned The Factory!



3.2 Youth People from the Traveller Community

In addition to our work with young people from the Traveller Community through our UBU programmes in City Suburbs and Rathkeale-Askeaton, and through our Youth Diversion Programme, 2022 saw the launch of a short film on Traveller Youth Mental Health by Limerick Youth Service in partnership with the HSE. Written by and featuring young adults with the Traveller Youth Mental Health Advisory Panel, the short film highlights the challenges facing young members of the Traveller Community in terms of discrimination, mental health and accessing the appropriate services and supports. Young adults speak openly about their own mental health and the discrimination they have faced in the education system and in society in general.



3.3 Migrant Youth

Diversity & Youth Group

Limerick Youth Service Diversity and Youth Project (DAY) worked with 40 young people aged 10-17 in Limerick City & County. 17 young people reside in two International PS centres, Griffen House and Knocklisheen. The young people are from a variety of countries including coming Botswana, Bangladesh, Latvia, Nigeria, Pakistan, South Africa, Syria.

This project provides a dedicated youth space 3 evenings a week where young people have a sense of ownership and feel they belong. This space supports young people in their journey of identity and belonging. We deliver a range of programmes that promote their integration, build resilience, foster self-belief and inclusion and promote positive mental health.

Programme delivery includes Civic and Community engagement; Integrated summer camps with other youth groups where young people meet their peers and developed new friendships and skills; building resilience through delivery of Anti racist/Cultural awareness programme and Outdoor education summer activities and the delivery of Art/Music/Dance programmes promoting creativity and positivity. The aim of the group is to promote diversity and understanding of different cultures among young people.





SECTION 4

Volunteer Opportunities & Support

Throughout 2022, LYS worked to attract, support and sustain volunteers so that they may positively contribute to improving the lives of young people and to strengthening communities and civil society. As part of this work, LYS promoted and developed international opportunities for young volunteers including Erasmus+ opportunities which supported youth mobility and formal and informal learning in a European context.

VOLUNTEER AWARDS NIGHT 2022



4.1 International Youthwork

In 2022, LYS hosted 'Gan Teorainn', an Erasmus+ Mobility of Youth Workers programmes, which brought 7 youth workers from Greek, Hungarian, Romanian and Spanish youth, education and community development organisations to share experiences and best practice in youth work with 15 LYS youth workers. 3 organisations were identified to participate in youth exchanges over 2023/24.

'I think it was a great idea that you actually involved the young people developing the workshops, that is definitely a takeaway for us when we will host our exchange.'



4.2 Volunteer-Led Youth Clubs

2022 saw the re-opening of the following LYS facilitated volunteer-led youth clubs, post-Covid lockdowns in Ballingarry, Askeaton, Abbeyfeale, Newcastle West, Foynes and Kileedy providing regular activities involving 420 young people and 105 volunteers. Over the year, the Child Protection team delivered 11 sessions of Child Safeguarding Training in which 110 people participated. Participants included staff, students and youth club volunteers. In 2022 154 people were Garda vetted. All volunteer clubs received support in Governance; Finance; Grant Applications; Fundraising; NQSF Compliance; Reporting and Administration.

In addition to supporting clubs, the contribution of individual volunteers, some of whom had volunteered for over 40 years was recognized at an event. 11 volunteers were commended for their contribution. The evening was an opportunity to recognise eleven volunteers who have made an outstanding contribution to the lives of young people across the Midwest. Either with youth clubs or at LYS' Community Training Centre, the volunteers have gone above and beyond in supporting LYS, with some volunteering for almost 40 years.

4.3 Youth Leadership

41 Young people participated in youth leadership programmes in 2022. The programme covers a variety of topics such as teamwork, communication skills, committee skills and organising events. It equips young people with the skills and confidence to assume leadership roles in their community. The skills the young people learned will stand to them as they progress to leadership roles with their respective youth club/group.





SECTION 5

Enabling our Strategy

5.1 Limerick Youth Service 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.

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 are volunteers and are its Trustees for the purposes of Charity Law.

Board members are identified based on skills analysis as per annual Board skills audit document. Current Board membership include skills in the area of Accountancy, Audit & Risk, HR, Legal, Youth Work, IT, Community Development, Human Rights, Education, Youth Justice, Health & Safety and Facilities Management.

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

Board Meetings

The Board meet a minimum of six times per year and met six times in 2022 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 2022 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, review of pension provision and liaison with the auditors. There were four Audit and Risk Committee meetings in 2022 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. The committee met four times in 2022.

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 four meetings of the HR subcommittee in 2022. The HR subcommittee focused on a range of activities in 2022 including the review a range of HR policies within the organisation and the management of IR issues.



Staff

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 2022 Limerick Youth Service employed an average of 113 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. Volunteer numbers had declined significantly during the pandemic, however we have managed to regain ground in 2022.

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.

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 Southside Youth Space and the Northside Youth Space.

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 2022, an average of 21 participants took part in Community Employment and 5 participants continued to take part in the Job Initiative Scheme.

5.2 Governance

CRA Governance Code

This Charities Governance Code sets out the minimum standards a charity should meet to effectively manage and control their charity. 2021 was the first year that charities were expected to comply with the Code. 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. This is an ongoing continuous improvement process.

In 2022 Limerick Youth Service stated our compliance with the Code and undertook a range of specific actions in relation to governance including reviewing policies on child safeguarding, garda vetting and volunteering. We also completed development of a new strategic plan and updated financial controls, fraud awareness, fundraising and apportionment policies. Other areas of work included CCTV, GDPR, Maternity, Retirement, Foreign Travel, Drugs & Alcohol and Leave Policy.

Strategic Plan

In 2022 Limerick Youth Service completed the development of a new Strategic Plan to cover the period 2023-2027. Extensive consultations were undertaken with young people, volunteers, staff, board members, parents, funders, partners and collaborators between January and June 2022 as follows:

- Focus Groups were completed with over 111 young people across Limerick City & County
- Social Media Survey with Young People
- Individual One to One interviews with Young People
- Survey undertaken with LYS Volunteers
- Board & Staff survey and planning workshops

- Stakeholder Survey

Secondary data was reviewed and analysed including:

- Profile & Demographic Review
- Policy Review
- Literature Review
- Internal document Review

The findings from the consultations and reviews provide the evidence from which our strategic themes, aims and objectives have emerged. The new Strategic Plan covers the period 2023-2027.



5.3 Research Monitoring & Evaluation

A key objective for Limerick Youth Service is to ensure that young people benefit from responsive and needs based services and supports which meet the highest quality standards. In order to achieve this, LYS employ a monitoring and evaluation officer and

our work in this area focused on improving the methods and procedures for the collection of data across Limerick Youth Service in order to improve delivery of our service. In addition the follow areas of work were completed.

- Strategic Plan Review & Consultation Report 2022
- Limerick Youth Service Secondary & Policy Data Review
- Limerick Youth Service Strategic Plan 2023-2027
- Supporting all projects in registering young people and documenting activities
- Evaluation of Ability+, Erasmus+ youth worker exchange and Transition Programme
- Successful European Solidarity Corps accreditation

Compliance

Limerick Youth Service is an integrated youth service, affiliated to Youth Work Ireland, and the Irish Association of Community Training Centres.

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

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 outputs and 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.

5.4 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.

CHILD SAFEGUARDING

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). Staff also complete a Tusla E-Learning Certificate. On completion of this programme, each participant receives a certificate which is valid for 4 years.

In 2022, the Child Protection team delivered 11 sessions of Child Safeguarding Training. 110 people participated in Child Safeguarding Training in 2022. Participants included staff, students and youth club volunteers. In 2022 154 people were Garda vetted. Limerick Youth Service reviewed and updated our Child Protection Statement and Policy in 2022.

5.5 Finance

FULL VERSION OF LIMERICK YOUTH SERVICE AUDITED ACCOUNTS 2022 ARE AVAILABLE AT

<https://limerickyouthservice.com/resources-publications/#lys-financial-statements>





SECTION 6

THE FUTURE

Limerick Youth Service plans to continue with our core activities of providing youth work supports, services and programmes, delivering further education, training and employability initiatives and supporting Volunteers.

Particular focus of our work in 2023 will be include;

- Prioritising the delivery of actions within our new strategic plan 2023-2027
- We will continue to expand links with private enterprise and build on the positive results we have achieved through our engagement with corporate entities such as Basis Point and the Community Foundation of Ireland.
- The crises situation in Ukraine which emerged in 2022 will continue to affect service delivery in 2023 and we are proactively planning for the delivery of support to Ukrainian young people including accessing additional resources where required.
- 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 2023.
- Redevelopment of Volunteer Youth Clubs and support for club reinvigoration and new club development will be prioritized. 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.
- Particular focus of our work in 2023 will be work on our Erasmus + International youth work programme of work for the coming two years.
- The Ability programme was extended in 2022 and we must prepare for the new ESF programme which will become clear in 2023.
- Ensuring that we continue to deliver the Community Training Centre provision in line with the FET Strategy and recommendations of the Youthreach/CTC Evaluation
- The difficulty in recruiting and retaining suitably qualified staff continues to be a challenge. We need to ensure that we continue to remain competitive and attractive to potential employees.
- Ongoing review and compliance with the Charity Regulator Charity Governance Code.
- The consequences of our exiting The Factory Southside Youth Space in the future and the implications for staff and service delivery will require significant attention in 2023 and 2024



FURTHER INFORMATION

LIMERICK YOUTH SERVICE

www.limerickyouthservice.com





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



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Oige
Department of Children, Equality,
Disability, Integration and Youth



Bord Oideachais & Oiliún
LUIMNIGH & AN CHLÁ
LIMERICK & CLARE
Education & Training Board



Rialtas na hÉireann
Government of Ireland



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



Irish Youth Justice Service
Seirbhís na hIreannais na hOibríochtaí Leith na hAonaid



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills

