

Youth Work Ireland Tipperary - our Vision, Mission, Values and Principles

Our Vision (*where we want to be*): Youth Work Ireland Tipperary ' vision is of a world full of possibilities for all young people

Our mission (*the journey to getting there*): To work through a rights-based, youth-led approach to foster learning, innovation, hope and high expectations in young people, their families and their community.

Youth Work Ireland's mission: Together with young people we learn tools for life, foster dreams, offer hope and realise our greatest expectations.

Our value (*our belief*): We believe in young people and in youthwork.

Our guiding principles (*how we work*):

These principles guide our work and inform our decision making.

We work by

- Taking a human rights led approach guided by the UN Convention on the rights of the Child
- Building relationships of trust, respect and equality
- Questioning our practice and answering our questions
- Including and collaborating with our community and partners
- Maintaining an attitude of 'what we do, we do well'
- Upholding the belief that people – young people, staff, volunteers – are our greatest resource
- Operating an integrated model of youth work
- Empowering young people to participate - because they know they matter

Five pillars underpin our work

- Voluntary Participation

Youth Work Ireland Tipperary operates through an informal educational approach, and recognises that youth work is based on the voluntary participation of its young people. Young people participate actively, constructively and energetically in Youth Work Ireland Tipperary, and as a result we are creative and innovative as an organisation. Young people know that their participation will challenge both them and us "I feel great – I am great – because I participate" (Youth Work Ireland Tipperary Junior Board of Management 2015)

- Relationships

Youth Work Ireland Tipperary builds and nurtures trusting relationships with young people, staff and partners. Relationships are a cornerstone of the youth work approach, and require space and time to develop. Without positive relationships with us, young people will not engage, and will not take up opportunities to get involved proactively, or to enhance their potential.

- Equality and Inclusion

Youth work is a universal service for all young people who want it (Devlin and Gunning 2009). TRYS take the approach that targeted supports and general interventions are both essential to the young people of Tipperary and East Limerick. Equality for us means that all young people can access services, and takes into account both social, economic, educational and rural disadvantages. We take a strengths approach to working with young people - they are not 'problems to be solved' but rather valued for their differences. "No matter who you are or where you are from, the world is full of possibilities" (Brendan O'Carroll 2015)

- Associational Opportunities

While young people are becoming increasingly individualised (Leahy and Burgess 2011)¹, Youth Work Ireland Tipperary realises that there is a vital need to develop 'networks, norms and trusts'² which will allow young people to build relationships with each other and with adults. This creates a community of spirit, equality and support when young people face times of difficulty in their lives. Young people are connected, respected and contributing. 'We evolve when we get involved.'³

- Integrated Youth Service

An integrated youth service means combining, bringing together, or integrating our shared values, guiding principles, shared vision, staff, projects, training, programmes, activities, space and volunteers. This will ensure that when young people engage with our services they are engaged with as a "whole Young Person"⁴

¹ http://youthworkireland.ie/images/uploads/general/Youth_Participation_in_the_Republic_of_Ireland.pdf

² Putnam 1995 in Devlin and Gunning 2009

³ TRYS JBOM 2015

⁴ Youth Work Ireland 2011 'Integrated Services in Youth Work Ireland'http://youthworkireland.ie/images/uploads/general/integrate_services.pdf

Our Goals and Objectives

Strategic Goals

Youth Work Ireland Tipperary will operate through five main goals to provide a service to our community. We look inwards in order to ensure that our work is effective, we look outwards to address local needs and challenges, and we look across to our partners and alliances to access comprehensive supports.

Goals:

1. To support and nurture young people, their talents, skills and experiences
2. To provide a comprehensive service to young people and their families
3. To enable more people to experience youthwork
4. To develop our relationships with the community, stakeholders and partners
5. To enhance the expertise and efficiency of Youth Work Ireland Tipperary

Goal 1: To support and nurture young people, their talents, skills and experiences

- Objective 1: To achieve a balanced range of service delivery so that a broad range of young people are attracted to take part.
- Objective 2: To support young people to experience new things.
- Objective 3: To ensure that young people are involved in the design and delivery of our service.

Goal 2: To provide a comprehensive service to young people and their families

- Objective 4: To support young people to access information, education/employment skills and opportunities
- Objective 5: To provide targeted supports in areas identified as priority needs for young people, their families and the community

Goal 3: To enable more people to experience youthwork

- Objective 6: To respond to the geography of Youth Work Ireland Tipperary by supporting the continued development of youth clubs and services that take the rural nature of the county into account.
- Objective 7: To support the development of youth work practice

Objective 8: To increase public awareness and access to youth work

Goal 4: To develop our relationships with the community, stakeholders and partners

Objective 9: Develop strategic alliances with local structures and partners

Objective 10: To build strong collaborative relationships locally so that Youth Work Ireland Tipperary is seen as a strategic partner in advocating for and delivering on the needs of young people of Tipperary.

Goal 5: To enhance the expertise and efficiency of Youth Work Ireland Tipperary

Objective 11: To nurture staff and volunteers as a key resource of Youth Work Ireland Tipperary through ensuring support, progression and development opportunities

Objective 12: To manage our resources effectively and efficiently through planning, monitoring and reporting structures

Objective 13: To continue to promote best practice in governance and accountability of Youth Work Ireland Tipperary