

**YOUTH WORK IRELAND TIPPERARY Summary Goals, objectives and outcomes from Organisational Development Plan 2015 – 2020**

<b>Goal</b>	<b>Objective</b>	<b>Outcomes for young people/Org</b>
1. To support and nurture young people, their talents, skills and experiences (Youth Engagement and Development)	1.1 To achieve a balanced range of service delivery so that a broad range of young people are attracted to take part.	<ul style="list-style-type: none"> <li>• Young people know that they can come to YOUTH WORK IRELAND TIPPERARY and be a part of it</li> <li>• Young people’s social and personal development is enhanced</li> <li>• Young people will experience a diverse and inclusive Youthwork environment</li> <li>• Funders and the general community are confident that YOUTH WORK IRELAND TIPPERARY is delivering a high quality and balanced programme of youth work</li> </ul>
	1.2 To support young people to experience new things.	<ul style="list-style-type: none"> <li>• Young people will have positive developmental experiences and memories that they may not otherwise have gotten</li> <li>• Young people will be able to clearly recognise what they have achieved and experienced during their time with YOUTH WORK IRELAND TIPPERARY</li> <li>• YOUTH WORK IRELAND TIPPERARY will be able to access additional resources and support to provide a broad ranging service to young people</li> </ul>
	1.3 To ensure that young people are involved in the design and delivery of our service.	<ul style="list-style-type: none"> <li>• YOUTH WORK IRELAND TIPPERARY will have a meaningful input by young people across the region ensuring that the organisation continues to directly engage with young people, who in turn have ownership of YOUTH WORK IRELAND TIPPERARY</li> <li>• Young people are pro-actively contributing to their community in a positive and respected way.</li> <li>• YOUTH WORK IRELAND TIPPERARY will be recognised both by it’s members, their families and by our partners as being vehicles for change by young people</li> <li>• YOUTH WORK IRELAND TIPPERARY will have been able to capture and build on the skills that young people bring to us and apply them to the development of the organisation</li> </ul>
<b>Goal</b>	<b>Objective</b>	<b>Outcomes for young people/Org</b>
2. To provide a comprehensive service to young people and their families (Service Provision)	2.1 To support young people to access information, education/employment skills and opportunities	<ul style="list-style-type: none"> <li>• Young people have the opportunity to make positive choices in terms of their future work lives</li> <li>• Young people will have information, skills and confidence when making choices about work and education</li> <li>• Young people will be supported to remain in engagement in education/training employment in order to enhance employability and improved well being</li> <li>• YOUTH WORK IRELAND TIPPERARY will be supporting the development of a pool of young people available for employment in the county</li> </ul>

<p><b>Goal</b></p>	<p>2.2 To provide targeted supports in areas identified as priority needs for young people, their families and the community</p>	<ul style="list-style-type: none"> <li>• YOUTH WORK IRELAND TIPPERARY is part of a planned support mechanism for young people so that resources are used effectively and we are recognised as key partners in support work for young people in the county</li> <li>• By working with families as well as the young people themselves the opportunities will be there to effect real change in their lives</li> <li>• Young people with higher levels of need are supported to access particular supports at particular times that will keep them safe and secure</li> <li>• YOUTH WORK IRELAND TIPPERARY can identify trends in youth work needs and work to put supports and advocate for services in a timely manner</li> <li>• Young people are active and healthy; achieve emotional, physical and mental wellbeing through their voluntary participation.</li> </ul>
	<p><b>Objective</b></p>	<p><b>Outcomes for young people/Org</b></p>
<p><b>3 To enable more people to experience youthwork (Expansion)</b></p>	<p>3.1 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.</p>	<ul style="list-style-type: none"> <li>• Young people in smaller communities have access to youth work which in turn will provide them with a range of opportunities</li> <li>• Young people will have a safe, enjoyable and useful experience through experienced and confident volunteers</li> <li>• Resources can be used more effectively by engaging and supporting volunteer leaders in communities that we cannot reach</li> <li>• Our volunteers are trained, retained and of a high standard</li> <li>• Young people are heard and responded to</li> </ul>
	<p>3.2 To support the development of youth work practice</p>	<ul style="list-style-type: none"> <li>• Youth Work continues to change with the interests and needs of young people</li> <li>• Youth work is recognised as an important part of the development of our children</li> <li>• YOUTH WORK IRELAND TIPPERARY develops and refines youth work delivery so that young people are engaged and we have a healthy youth membership</li> </ul>
	<p>3.3 To increase public awareness and access to youth work</p>	<ul style="list-style-type: none"> <li>• YOUTH WORK IRELAND TIPPERARY can clearly communicate the services and programmes it delivers</li> <li>• Communities in Tipperary will understand and support what YOUTH WORK IRELAND TIPPERARY is doing</li> <li>• Young people throughout the county have access to opportunities to support their social and personal development</li> </ul>

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<b>4. To develop our relationships with the community, stakeholders and partners (Partnership)</b>	4.1 Develop strategic alliances with local structures and partners	<ul style="list-style-type: none"> <li>• YOUTH WORK IRELAND TIPPERARY is supported to engage with other partners to expand the range of opportunities and approaches for young people</li> <li>• There is a pool of agencies, local businesses and other partners that are actively supportive of YOUTH WORK IRELAND TIPPERARY</li> </ul>
	4.2 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.	<ul style="list-style-type: none"> <li>• The youth service has a status in the community which protects what we are trying to achieve with our young people, thus ensuring that they continue to receive youth service delivery</li> </ul>
<b>5 To enhance the expertise and efficiency of YOUTH WORK IRELAND TIPPERARY (organisational)</b>	<b>Objective</b>	<ul style="list-style-type: none"> <li>• <b>Outcomes for young people/Org</b></li> </ul>
	5.1 To nurture staff and volunteers as a key resource of YOUTH WORK IRELAND TIPPERARY through ensuring support, progression and development opportunities	<ul style="list-style-type: none"> <li>• YOUTH WORK IRELAND TIPPERARY will have a range of skills and expertise so that young people can access a wide variety of service delivery in a professional manner</li> <li>• Staff will be motivated and gain personal and professional satisfaction from their work</li> <li>• Support Staff and students working with YOUTH WORK IRELAND TIPPERARY will receive a valuable experience and will have the opportunity to develop and apply skills to benefit the organisation and our young people</li> </ul>
	5.2 To manage our resources effectively and efficiently through planning, monitoring and reporting structures	<ul style="list-style-type: none"> <li>• YOUTH WORK IRELAND TIPPERARY is in a position to deliver relevant and high quality youth work to our members</li> <li>• YOUTH WORK IRELAND TIPPERARY will be able to articulate what we do and what we achieve.</li> <li>•</li> </ul>
	5.3 To continue to promote best practice in governance and accountability of YOUTH WORK IRELAND TIPPERARY	<ul style="list-style-type: none"> <li>• YOUTH WORK IRELAND TIPPERARY continues to participate in organisational development opportunities ensuring that we are seen as a strong, robust and trustworthy entity</li> <li>• YOUTH WORK IRELAND TIPPERARY is guided by an enthusiastic and committed structure that retains our origins as a local voluntary group at the centre of what we do</li> </ul>