



YOUTH EMPLOYABILITY INITIATIVE 2019

Funded through

Dormant Accounts Fund

Progress report



Measurement and Evaluation Report of Youth Employability Initiative 2018-2019.

Section 1 – Project Information

1. Name of Project/Service:

Name of legal Entity (as per audited accounts): Tipperary Regional Youth Service
Name of Service: Youth Work Ireland Tipperary
Name of Initiative: 4Real YEI

Please give a short summary of the project including a description of the target group (max 200 words)

The programme ran from May to December 2019, using an innovative 4 phase person-centred approach which provided young people furthest from the labour market with a variety of opportunities. For personal progression. A total of 17 participants engaged with the programme during this period and intake was on an ongoing basis. The programme had initially targeted a total of 10 participants however as 3 participants were referred to a local LTI in September and one participant began an employment scheme in October it allowed for scope to engage with a larger number than originally planned. Using an Individual Development Plan template the participants identified barriers to their ability to engage in training/ employment and set realistic and measurable goals to remove these barriers with support from the project worker. When ready, participants were supported in attending training and development opportunities and gain employment.

The target group was comprised of young people aged between 16 to 23 years from Tipperary Town and its hinterland, Participants were those furthest from the labour market, who had disengaged from the education system and had little or no work experience. Participants were struggling with substance misuse issues, precarious tenancy situations or were homeless, young offenders, experiencing mental health issues and two were young people from the travelling community. In most of their cases their situations have been significantly influenced by the effects of adverse childhood experiences.

Profile/ influencing factors	No of participants
One parent family	9
Early school leaver	9
Youthreach	5
Substance misuse issue	10
Homeless/ at risk of homelessness/ precarious tenancy	5
Traveller community	2
Foster care/ institutional care	3
Offending behaviour/ criminal convictions	5
Young parent	2
Mental health issue (incl. Treatment for depression, OCD, anxiety, self-harm, suicidal ideation)	8

Section 2 – Outputs

2. Young people involved in the initiative

Please complete the following table on the numbers of participants by age and gender;

	16 – 17 years		18-24 years		Total
	M	F	M	F	
No. of young people targeted (as outlined in project application)					10
Number of young people who participated in the initiative	1	1	11	4	17
Number of young people who completed the initiative		1	10	4	15
Total number of contacts*	10	21	201	104	336

M = male; F = female

*'Number of contacts' refers to the overall numbers of visits/contacts by all young people (e.g. if a young person attends a group weekly for 10 weeks, then they will have 10 contacts).

3. If less young people participated in the initiative than outlined in the application form please indicate why? (Max 200 words)

N/A

4 . If young people left the initiative before the intended programme end, please indicate why they left (if known) and what was done to re-engage them or to respond to their needs? (Max 200 words)

Participant 19M1 engaged with the programme from May to July and was then disengaged. He had been referred to the project through Le Cheile, a mentoring programme linked with the probation services. he has a complex set of needs and identified that he felt he required residential rehabilitation to deal with his substance misuse issues. I referred him on to the Mid Tipperary Drug Initiative for support with this issue. At a meeting of services involved with the young person, which included myself, the mentoring co-ordinator, probation officer, drugs project worker and social worker it was identified that the young person was overwhelmed with services and we decided that the priority area would be engaging with the substance misuse service so as such it was decided that I would disengage him until he was ready to re-engage. I remained in contact via messages from time to time in order to retain the link.

Participant 19M5 engaged well initially but he then began to miss regular one to ones and training opportunities. I had offered to meet him in a Community House located in his estate if he would prefer. I outreached to him within the community but did not view a house call as appropriate as I know that this is something that the individual would be very uncomfortable and could have risked damaging our relationship. A number of his friends are engaged with the Garda Diversion project in the youth centre and he began to attend drop-ins and group sessions with them so I have linked with the Youth Justice worker around his participation and continue to offer him opportunities to engage.

5. How many, and what type of engagements were offered to young people under this initiative?

Type of engagement	Number of sessions delivered
one to one sessions	271
Group sessions	23
Referrals to or accompanying a young person on appointments	32
Liaising with services on behalf of participants via phone calls/ emails-	158

6. Please complete the following table in relation to partnership or joint working

List name of organisation	Give a brief description of organisation	Outline type of professional relationship with this organisation i.e. (referral in or out, joint delivery, member of advisory group for initiative ,etc)
Mid Tipp Drug Initiative CAMHS	Substance misuse	Referral out
	Children and adolescent mental health service	Referral in
Youth Information Knockanrawley FRC	Internal service	Information on European Volunteer scheme
	Family Resource Centre	Referral to training programme
PRTB	Information/dispute resolution for private tenants	Information for participant
Focus Ireland Threshold South East Simon	Homeless charity	Support for participant
	Information for tenants	Information for participant
	Homeless Charity	Support for participant
HSE Medical Card Unit	Medical card applications	Support participant in resolving issues with application
DEASP	Social welfare office/Community Welfare officer	Support participant in resolving issues with regards to his claim of Job Seekers Allowance/ Redrerral out through supporting participant with setting up 2 participants with YESS scheme

Tipp/ Limerick County Council Housing Section	HAP applications/ Housing assessment/ Homeless Clinics	Support participants in completing HAP applications, liaise and advocate for participant, accompanied participant presenting at Homeless Clinic
TUS Employment Scheme	Community employment scheme	Liaising with TUS supervisors to offer support for young people referred to them but in need of additional support
ETB	Community education programmes/ tutor	Use of ETB tutor for training programme, literacy support for 2 participants
Carer's Association	Advice/ support for family carers	Accessing information and guidance for participant who is a carer for a family member
Doon Social Farm	Farm offering skill development opportunities	Wrk experience for 2 participants
Restorative Justice Project	A project which works with offenders referred by the court to support them in making reparations to the community	Referral in
Probation Services	Supervision of offenders in the community	Liaising with regards to needs of participant
Eures Advisor	EU Employment opportunities	Accessing information for participant
Le Cheile Mentoring Programme	Mentoring programme linked with probation	Liaising with regards to needs of participant
St Ailbe's School	Second level education	Liaising with regards to needs of participant/ referral out
Youthreach Cappawhite	Training and education for early school leavers	Liaising with regards to needs of participant
STDC Compass Employment Support Project	Support with finding training/ work opportunities	Referral in
Homeless Action Team, Tipp Co Co	Multi-agency bi-weekly meeting focused on supporting those presenting as homeless	Attended meeting to establish links with other services
After Care support	Support project for young people coming out of foster care	Information and support for participant
Housing First Focus Ireland	Provision of long term housing with tenancy support for those experiencing entrenched homelessness	Advocacy/ Referral out

Tab in final box to add additional lines as needed

Section 3 – Outcomes

7. What were the intended outcomes of the initiative? (Max 200 words)

- Phase 1- Ongoing individual supports, mentoring and advocacy

High intensity supports around barriers to engagement including substance misuse, homelessness and mental health issues through programmes and supported referrals/ advocating with agencies. Co-creation of an Individualised

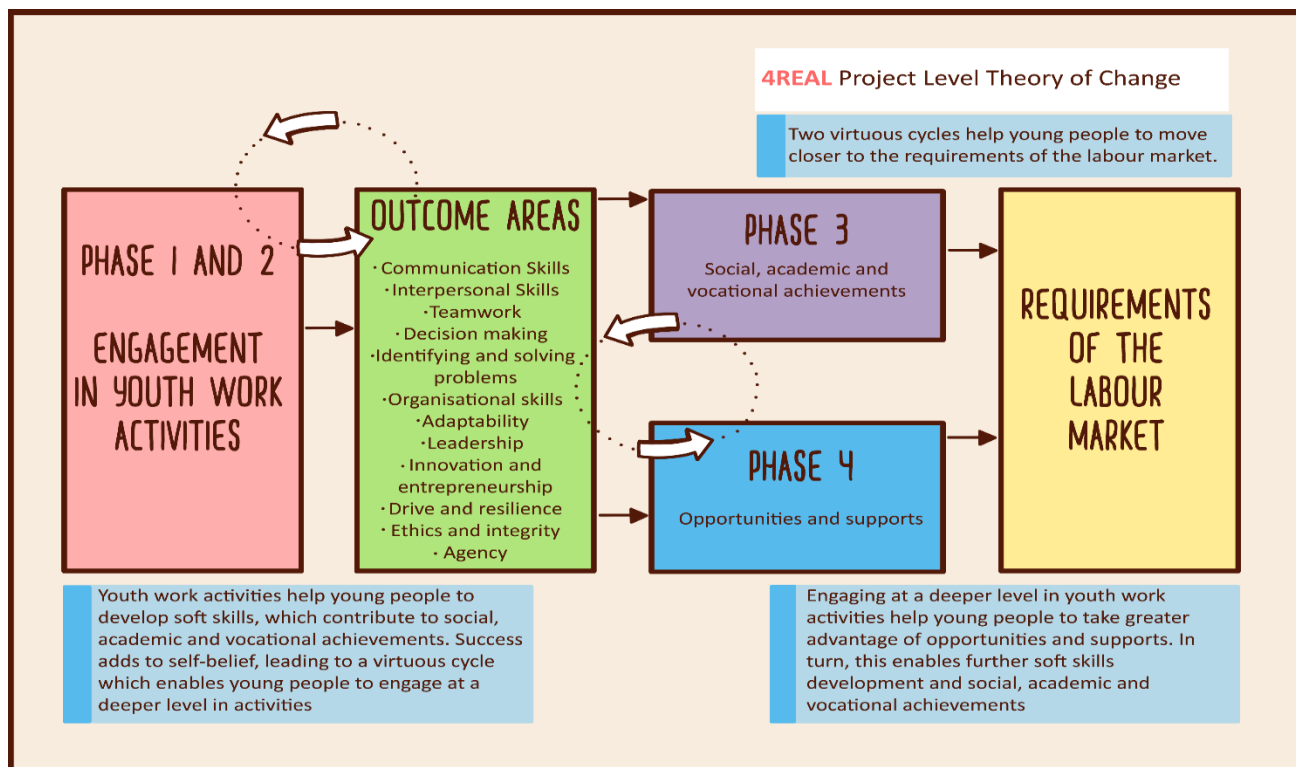
Development Plan which will identify their goals and needs and set out achievable and measurable steps towards progression. In-house counselling sessions provided on needs basis

· Phase 2- Participation in training programmes/ workshops.

Flexible modular approach from a broad curriculum ensuring a sense of choice and agency delivered by experience tutors sensitive to needs of this cohort.

· Phase 3- Work experience/ volunteering - Opportunity to use new skills, develop confidence and integrate with their community through hands on experience, whilst support from project worker is maintained.

· Phase 4- European workshops/ experience - opportunity to have a positive experience outside of their normal routine and to gain confidence and self-motivation.



8. Please complete the table below for each participant registered on the programme (1 line for each young person participating in the programme)

One line per young person	Cantril's Ladder		Adult Hope Scale (AHS)											
	Starting position (1-8)	Exit position (1-8)	Starting position Q1 (1-8)	Exit position Q1 (1-8)	Starting position Q2 (1-8)	Exit position Q2 (1-8)	Starting position Q3 (1-8)	Exit position Q3 (1-8)	Starting position Q4 (1-8)	Exit position Q4 (1-8)	Starting position Q5 (1-8)	Exit position Q5 (1-8)	Starting position Q6 (1-8)	Exit position Q6 (1-8)
1	1	3	8	8	2	2	2	4	2	4	3	4	2	3
2	1	6	3	5	1	7	1	5	1	6	1	6	1	7
3	4	5	8	8	3	7	7	7	5	6	5	7	3	8
4	1	5	2	2	2	7	5	5	4	6	2	4	1	7
5	1	5	3	5	1	5	1	3	1	3	2	5	1	6
6	1	2	6	6	1	3	1	4	1	1	3	4	2	5
7	2	3	7	7	1	2	4	3	1	1	2	2	4	3
8	3	8	5	6	2	7	2	4	2	6	3	7	2	7
9	2	7	5	5	2	6	4	5	2	7	2	4	1	7

10	1	2	7	7	1	2	5	5	2	2	2	2	1	2
11	3	5	7	7	2	5	3	4	3	5	4	5	2	6
12	1	3	7	8	1	5	1	5	1	4	1	5	1	5
13	2	3	8	8	3	3	4	5	3	3	3	5	2	4
14	3	6	8	8	3	6	6	7	4	6	6	6	4	6
15	2	5	6	7	2	5	5	6	3	5	6	7	4	6
16	3	4	7	7	2	3	4	4	2	3	5	6	1	3
17	2	7	2	6	5	8	2	7	1	8	4	9	4	7
18														
19														
20														

Tab in final box to add additional lines as needed

9. To what extent were the intended outcomes of the initiative achieved? (Please circle as appropriate)

Fully achieved mostly achieved partially achieved not achieved

Please outline rationale for the position taken (max 300 words)

Phase 1- Intensive one to one supports-

17 young people attended 271 one to one sessions

8 participants attended counselling

Phase 2-Training/ education

4 participants completed 4 week Beauty Therapy Skills training (ETB tutor)

3 participants referred and supported in engaging in LTI in local Resource Centre.

2 participants attended Literacy support sessions (ETB)

7 participants completed Safe Pass training.

4 participants completed Manual Handling and Health and Safety Training

4 participants completed Abrasive Wheels training

3 participants completed Working at a Heights training

1 participant supported to returning to full time education in local school

1 participant enrolled in e-college SNA course and supported in finding work experience in local school.

2 participants completed 10 week Driver Theory Test course (ETB)

2 participants attended Driving Lessons

Phase 3- Volunteering/ employment

2 participants gained work experience on local social farm

Participant supported in getting work experience in local hairdresser

Participant supported in finding part time job in shop.

2 participants supported in finding employment through Youth Employment Support Scheme

Participant supported to self-refer to Tus Programme

Not achieved- participants did not avail of the opportunity to volunteer.

Phase 4- European excursion

EVS information session

Not Achieved - Due to time constraints because of the later start date of the project and due of the high level of needs of the cohort who engaged, we were unable to achieve the fourth phase of the outlined project, which was a European excursion. It was not feasible or suitable to take the young people abroad due to substance misuse and mental health factors.

10. Were there unexpected outcomes? If yes, state them and outline how they came about. (max 200 words)

-Higher than anticipated number of participants- the initial target of the project was 10 participants over a period of 12 months and the project has worked with 17 participants over a period of 8 months.

-Needs of the group were higher than anticipated, particularly around the area of housing. The number of participants who required intensive supports with regards to their living situation and accommodation was of a significantly higher level than would have been the experience of previous employment projects within our organisation. Advocacy and support around this area required the project worker to acquire a high level of information and understanding around relevant housing supports, application processes and relevant bodies involved in the housing sector.

-Provision of opportunities for prosocial recreation- this proved to be an important component in helping participants to develop healthier routines, sleep patterns and spend their time more productively. A number of participants found attending the local gym had a positive effect on their health, both mental and physical and gave structure to their day.

-Level of support required through advocacy and interagency links was higher than expected- Housing and homelessness was a key issue affecting participants and identified by them as a barrier to their ability to work/ train. Due to the current housing situation this area required intensive work as the applications system in the council and accessing information and support from relevant voluntary agencies proved to be challenging.

-Need for continued support for a period after participant had commenced training/ work- it is important to note that retaining a supportive role for participants who have returned to training/ education or started work has been key in order to help them to sustain the progress they have made. The transitional period from unemployment to engagement in training or work has proven to be a time where they require advocacy and support in order to cope with changes to their lifestyle and deal with practical requirements such as tax, social welfare and managing health related appointments.

11. Please complete the following table in relation to the progression routes/next steps for the participants. Every young person registered must be accounted for (if a young person is progressing through a number of routes include them in each group)

Progression routes	Number of young people	Comments – please offer clarification as appropriate
Engaged in further supports offered by youth service	4	Participant under 18 linked with Garda Diversion project in youth centre/ DEASP Activation project
Referred to specialist supports eg counselling, Cams, addiction supports	2	One participant experiencing homelessness and addiction issues referred to Substance Misuse service and Housing First programme, one participant referred to Substance misuse services
Return to school / PLC	2	Participant under 18 returned to LCA in local school, Participant enrolled in SNA course in e-college
Youth reach / community employment	3	2 participants in YES Scheme, 1 participant in Tus scheme
Local training initiative	3	3 participants referred to LTI in local family resource centre
Apprenticeship or similar		
Employment	2	Part time and seasonal contract
Lost contact with the initiative future plans unknown		
Other (please list)		

Section 4 – Programme evaluation

12. What monitoring and evaluation processes did you use as part of this programme? (max 200 words) Include a list of tools used for example the Rosenberg self-esteem scale

The project utilised the Cantrill Ladder and Adult Hope Scale along with the Individual Development Plan which was specifically developed by the project worker in order to empower the participants to set goals and self-assess their progress and challenges.

Rosenburg Self-Esteem Model was used with some participants, the project worker assessed the young person's vulnerability and capacity to engage with the tool and utilised it accordingly. There was the option of a referral to counselling if it was identified that there were concerns for the young person stemming from the answers to this measurement tool.

Please refer to Appendix 1 Individual Development Plan

13. Please summarise the findings of that monitoring and evaluation process (max 200 words)

As one to one work played a fundamental part in this programme, there was ample opportunity to use measurement tools with participants. The Cantrill ladder was particularly user friendly and was accessible to those with difficulties around literacy and numeracy and it provided a good opportunity to discuss goal setting. The Adult Hope Scale was more challenging as some of the concepts involved were more abstract and it required guidance from the youth worker. As such there is a risk that the findings have been skewed by the interpretation and explanation of the youth worker. The use of this tool, along with the Rosenberg Self Esteem model require a capacity for self-reflection and analysis which is often not present to a high enough level in NEET young people.

There could also be a risk of giving the participant a sense that their progress or engagement with the programme was being measured and this could lead become a barrier to those with low confidence.

14. Briefly outline the additional value which this initiative provided to young people?

The additional value provided to young people through this programme has stemmed from the supportive element and the advocacy component which played an integral role in ensuring a high level of engagement from the NEET cohort. Please refer to Appendix 2 for Case Study which will outline the levels of interventions and support provided to one participant.

15. Please assess the following:

	Excellent	Good	Fair	Poor
Initiative planning	x			
Initiative activities	x			
Initiative reflection and analysis		x		
Attendance of participants	x			
Interest levels of participants	x			

Accommodation/premises			x	
Equipment/materials	x			
Skill level of staff involved	x			
Budget	x			
Timeframe			x	
State evidence for your assessment:				
<p>High levels of attendance and progression would demonstrate that the majority of areas of the programme were of an excellent standard however we have rated the time scale as fair as it was relatively short in terms of making an impact on their employability. We have also assessed the premises as fair as the youth centre in general is set up for traditional youth group work and so from a trauma informed perspective it was not always ideal for one to one work with marginalised young adults. We are not equipped to cater for a broad range of training, such as having the same and equipment for delivering carpentry skills development for example.</p>				

16. With reference to question 15 what has been learned from the initiative?

The main learning which can be taken from our experience of the initiative is that there is a real need for projects which specifically target this cohort. The engagement levels have demonstrated that a flexible and person centred approach when working with NEETs works well. It was extremely helpful to have adequate funding for a variety of training and resources and transport. There is also a need to remain engaged with individuals during the transition phase into employment/ training. I believe that this is key in order to ensure that they are equipped to sustain their engagement. Young people in this cohort require support with issues such as registering for revenue and ongoing support with housing etc which cannot be terminated as soon as they start work/ training.

17. What modifications should be applied to the initiative if it were to be repeated? (Project level)

- It would have been beneficial to have established links earlier on with local employers in order to build confidence in providing employment opportunities to participants
- Additional Family Support strategies and referral pathways would be advantageous as the parental relationship is an extremely influential factor in young people's capacity to pursue opportunities. Given the current housing crisis, young people are living in the family home for longer so mediation and family work is required.

18. How could the Youth Employability Initiative as a whole be improved?

- A commitment of funding for a longer period of time would provide the opportunity for a project worker to establish the programme and develop relationships and a reputation with NEETs as well as key links with community organisations, training providers and employers.

- More networking opportunities for professionals working with NEETs in order to provide a space for shared learning.

-Stronger guidelines in terms of policy and procedure in relation to working with 18 to 24 year olds in an informal education setting as it is a relatively new area to many organisations.

19. If you used the Skills Summary as part of the programme, please briefly outline your experience of it and how you might use it in the future.

Access and use of the online version was quite intimidating to my participants in terms of the language used and the layout so I found that the hardcopy version was more user friendly. It was particularly useful to participants who had engaged well in youth groups in the past, however it did not feel as relevant to the more marginalised participants. The online training tutorial offered was very beneficial and I found the co-ordinator to be very helpful and accommodating.

Section 5 – Financial report

Actual spend	
Total funding received	€
Expenditure	
Staffing costs:	€
Salaries including Employers PRSI	€
Staff recruitment costs	€
Staff travel and subsistence costs	€
Staff direct telephone costs	€
Total:	€
Venue hire	€
Course/training materials	€
Tutor/facilitator costs	€
Adverting and publicity costs	€
Design and printing costs	€
Website costs - specific to the project	€
Equipment – small project items	€
Other: Please specify	€
Item 1:	€
Item 2:	€
Item 3:	€
Total:	

*Indirect overhead costs:	€
Item 1:	€
Item 2:	€
Total:	€
Total cost of project:	€

Section 6 – Declaration of assurance – projects

I, the undersigned, on behalf of _____ certify that all the information contained in this form is current and accurate:

Signature of Director/Chairperson of service/project	
Date	

Section 7 – ETB Officer Report and declaration

1. To what extent did the initiative achieve the ETBs intended outcomes? (Please circle as appropriate)

Fully achieved mostly achieved partially achieved not achieved

Please outline rationale for the position taken (max 200 words)

2. Based on your engagement with the project to what extent did the initiative achieve the projects intended outcomes? (Please circle as appropriate)

Fully achieved mostly achieved partially achieved not achieved

Please outline rationale for the position taken (max 200 words)

3. Do you agree with the projects self-assessment in question 9? YES NO

If no, briefly outline why

4. What modifications you would recommend to this initiative if it were to be repeated? (see Q17)

5. How could the Youth Employability Initiative as a whole be improved?

I, the undersigned, certify that I have examined the contents of this report:

Signature of ETB Youth/Youth Development/ Liaison Officer	
Date	

I, the undersigned, am satisfied that accounting systems and organisational arrangements in this service/project are adequate to ensure the proper administration of the money received from the Youth Affairs Unit:

Signature of CEO of ETB	
Date	

The completed progress Report should be emailed to youthaffairs@dcya.gov.ie