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Irish Youth Work Scene

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Dail na nÓg

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'The building blocks are in place, but are we papering over the cracks'

by Diarmuid Kearney
NYF Chief Executive

August saw the launch of the National Youth Work Development Plan 2003-2007 by Minister of State Ms. Síle De Valera which together with the Youth Work Act, 2001 forms an attractive 'boxed set' to adorn the coffee tables of every youth work agency in the land. And as with the best coffee table material one is inclined to pose the question 'It looks well, but is it of any consequence?' If the answer to that question lies somewhere in the demonstrative commitment of Government to the realization of actions set out in both documents then the jury is still out. Quite simply, the enactment of legislation and the publication of the plan as government policy are strong indicators of potential impact – this is seriously undermined however by the provision of just one third of one percent of the funding necessary to realize the aspirations. Typically as a sector we will be liberal in the delivery of both 'brick bats and bouquets' on this. It may be more constructive however if we look our own performance and our potential for meeting the challenges presented by both the Act and the Plan.

It would not be too harsh to suggest that the voluntary youth work sector could be characterized as competitive rather than collaborative and reactive rather than proactive. Indeed our failure to present a distinctive and cohesive position as a sector has, to some extent, 'sold us short' in the drafting of the said Act and Plan. We can point to extraordinary, though infrequent, examples of co-operation across agencies. But we can also point to examples of development opportunities stifled by competition and suspicion. Our ability to inform, engage and mobilise the sector nationally seems to end somewhere around the M50 and our capacity for creative and innovative development across agencies founders on an inherent sense of suspicion and protectionism.

It is, perhaps, not inevitable that a sector so seriously under resourced will exhibit such divisive traits, but the result is that we miss the most significant opportunity to come along since the Costello Report. If we fail to address the real factors that will impact on the implementation of the Act and Plan then we paper over a series of cracks, which will eventually show through. We need to move beyond the rhetoric of co-operation to a position where together we drive forward change that is focused, not on the strategic positioning of individual agencies, but on the development of a comprehensive and quality youth service to meet the diverse need of young people in Ireland.

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THE NATIONAL YOUTH WORK DEVELOPMENT PLAN - A CRITIQUE

by James Doorley

INTRODUCTION

In August 2003 the Minister for Youth Affairs Sile De Valera T.D. finally published the long awaited National Youth Work Development Plan, 2003-2007. After a number of years of dialogue, discussion and consultation prior to the production of the plan, the youth sector now has to focus on getting the plan implemented and on meeting the many opportunities and challenges presented by the plan.

The contents of the plan itself were of no surprise to most in the youth sector as the Government accepted almost all of the recommendations made by the National Youth Work Advisory Committee (NYWAC), which had been charged with overseeing the formulation of a draft plan. While there is unlikely to be unanimity on everything proposed in the plan and on the identified priorities, much more debate now centres on the extent to which the plan will be implemented.

The allocation of a mere €120,000 in 2003 out of the total budget required for implementation of almost €36million over the five years is disappointing and worrying. While the Minister's announcement that she plans to use these resources to carry out child protection training nationwide and employ the youth work assessor are to be welcomed, both of these recommendations predated the plan and should have happened in 2002. I think the level of investment in the plan to date indicates that the youth sector has a major task ahead to get all or most of the plan implemented.

Our task is complicated by the demands of the growing number and strength of competing constituencies all seeking greater slices of the same pie. While the plan casts the demographic trends and the declining youth population in a positive light, the reality across Western Europe is that youth issues are getting less attention, with a consequent rise in the lobby and power of other constituencies such as older people with the growing significance of "the grey vote". The announcement of the allocation for the plan in the 2004 estimates should give some indication of Government's long-term intentions in this regard.

NEGATIVE PUBLICITY

Unfortunately the launch and publication of the plan did not receive much media attention and comment, in sharp contrast to the wide coverage given

in the media to other youth issues, including the publication of any piece of research on young people, usually concerned solely with their drinking, drug-taking and sexual habits. This includes the recent report in the so-called "paper of record", the Irish Times. Usually the results of these surveys are sensationalised and accompanied by stern editorials about the behaviour of our young people and the implications for the country.

And of course these stories incite the usual moral panic and sense of crisis among the establishment, with politicians and commentators jumping on the bandwagon calling for action to be taken. And for a few days or a week, young people and just some of the challenges they face are on the agenda, only to disappear until the next shock youth story.

While I believe these specific issues need to be discussed and addressed, it is depressing that this problem-orientated approach to young people and youth issues persists. We in the youth sector must take up the challenge of trying to get the agenda setters and policy makers to move beyond identifying young people as a problem. We need to highlight some of the potential underlying reasons and possible solutions to the issues they focus on and indeed we need to get them to concentrate on other issues which are of equal concern for young people.

AN OPPORTUNITY FOR THE YOUTH SECTOR

In that context I believe there is a great opportunity for the youth sector to sell the plan as a key component in facilitating young people to achieve their full potential and in helping them to address the challenges they face in contemporary Irish society. I believe the plan provides the youth sector with the opportunity to articulate the positive contribution that youth work and non-formal education can make to the lives of young people, if properly supported and resourced, with the consequent benefits for society as a whole. For the first time also the youth sector is in a position to articulate a shared vision and blueprint for the development and strengthening of youth services in Ireland. While there may be misgivings or differences about aspects of the plan, it is clear given the unprecedented level of consultation and participation by all the various actors in the formulation of the plan that we have for the first time an agreed way forward to which most can ascribe to.

One of the more pleasing aspects of the plan is that for the first time since the Costello report of 1984 we have a coherent set of proposals for developing youth work in Ireland for the next five years and beyond. We now have, I would argue, a knowledge-based youth work plan and policy. As a result of the consultation and dialogue during the formulation of the plan, many of the gaps in policy and provision have been identified. As in many other policy areas, youth work has been the victim of ad-hoc planning, inconsistent policymaking and at times unwelcome political initiatives and interference. Much of the development of youth services to date has been necessary and welcome, if inadequate, however not all of it has been well planned or has targeted the greatest need.

RURAL YOUTH WORK

I would reference the lack of sufficient support for rural youth work, (which was highlighted in a report published by Kerry Diocesan Youth Service in 2001) as indicating one of the weaknesses in Irish youth work policy up to now. It appears almost impossible for youth organisations to get funded under any budget line or from any source to provide and support youth work in rural areas, whereas in some urban areas significant resources were available to organisations and agencies to establish and run projects. This resulted over the past decade in a large increase in the number of youth projects and programmes in urban areas, which is very welcome. However in contrast over the same period many organisations have had to reduce the supports they gave to rural youth work.

There are also other provision gaps and not all the responsibility for these can be laid at the feet of government. The plan also challenges youth organisations to be more open, inclusive and accessible to minorities such as young people with disabilities, young travellers, young gay men and lesbians, young refugees. Some organisations and projects have proactively worked in this area, but the research, consultation and submissions underpinning the plan did identify that this was an area where much more needs to be done. Also any increased level of funding and supports will place a greater obligation on all organisations and agencies working with young people in a youth work setting to ensure their practice is of the highest quality. The appointment of the Youth Work Assessor is important in this regard. I am sure the vast majority of those working with young people would welcome any external validation of their practice in any event.

THE NEED FOR QUICK IMPLEMENTATION

Of course having a knowledge-based youth work policy and plan is only useful if it is implemented during the period for which it was developed. By their very nature many of the proposals are based on and

formulated in response to the current circumstances in which Irish society or indeed young Irish people find themselves today as well as taking into account the current policy context, in particular the Youth Work Act 2001. Too often we have seen plans or proposals developed in one era being implemented much later when the young people's expectations and circumstances may have changed considerably. One has only to reflect on the fact that key proposals in the Costello Report of 1984 are now only seeing the light of day in the Youth Work Act 2001.

While it could be argued that this plan was developed five years too late and therefore missed out on the "Celtic Tiger" years the youth sector needs to be ambitious in calling for its full implementation by 2007. I believe this is vital since the plan identified so much unmet need and potential for growth and development in the provision of youth work services. This is particularly so because, despite the best efforts of youth organisations who in most cases have struggled on with inadequate funding, too many young people do not get the opportunity to experience or enjoy youth work and non formal education.

YOUTH SERVICE FUNDING

Some may have been disappointed that the plan did not address in detail the thorny issue of funding, in particular the multiplicity of funders, difficulties with the nature and criteria of grant schemes for youth organisations and projects, salary scales and other associated financial issues which have created and continue to create problems for all working in the sector. I believe the correct course of action was taken to recommend that external consultants should carry out an independent funding review.

Even if NYWAC had the resources to undertake this task, it could easily have consumed much of the time and energy required for developing the plan. Of course the challenge now is to get this funding review carried out without delay. The government has little incentive to progress this recommendation and there is evidence from other sectors where similar reviews have been carried out (such as the disability sector) where the state has procrastinated.

PROPOSED DEVELOPMENT UNIT

I know there was some concern in the youth sector about the proposal in the plan to create new structures such as the Development Unit. I know that some organisations felt that the creation and maintenance of such an entity would divert resources away from work at local level. It is vital that we avoid such a scenario by ensuring firstly that the local grants scheme is enhanced as proposed in the plan and secondly by ensuring that the Development Unit is established in accordance with the proposals in the plan. The plan envisages a unit that works through and with existing structures, in particular

youth organisations. This should ensure that the unit does not become a competitor for youth work resources, but rather a conduit through which certain work can be initiated and carried out by others such as youth organisations.

I believe the Development Unit is not only an essential element of the plan but will be an important contributor to and catalyst for the development of youth work in the future. I look forward to its establishment and hope the Minister takes the advice of the majority of NYWAC by establishing it as a separate legal entity outside the constraints and limitations of the civil service. My only concern about the Development Unit would relate to the number of actions it has been assigned responsibility to in the plan, in my view too many. As with all new agencies it will take some time for it to function properly and fully. I would be concerned that some actions will be left aside as a result. In that context I think NYWAC should consider whether other parties such as the National Youth Council of Ireland could implement some of the actions currently assigned to the Development Unit now. This would free up the Development Unit to focus on the key issues and actions when it is set up.

PARTNERSHIP AND ADVOCACY

In recent years we have witnessed a growing level of co-operation and partnership between the state and the voluntary sector in the development of policy and legislation and in the delivery of services and programmes. This trend has been mirrored in the youth sector and would undoubtedly intensify at a local and national level with the implementation of the plan and the Youth Work Act.

I strongly believe that the voluntary youth sector and the statutory sector should work in partnership in order to further develop youth work policy and provision for the benefit of young people. However I believe that the voluntary sector should always work with and never for the state, in my view it is vital that the voluntary/community sector maintains its independence and that there is a healthy tension between the two sectors.

However there is a growing trend in most western countries where governments view the voluntary sector as a cheap and efficient vehicle through which to implement their policies and deliver state services. Unfortunately in my view some voluntary organisations have accepted this approach and are now mere conduits for the policies and programmes of the state rather than being the voice and advocate for their members and constituency.

As a consequence of funding shortages some organisations are being lured into contracts that bind them to implement the policies of the state rather than meet the needs of the group they are working with and for. As we anticipate and look forward to increased investment and financial supports for youth work and youth organisations under this plan, I believe it is vital that we do not lose sight of the fact that the dominant contract for voluntary youth

organisations should remain the unwritten one with young people and not the written one with the relevant state agency.

YOUTH PARTICIPATION

One of the issues that all youth organisations and statutory agencies dealing with young people need to address following the research and consultation leading up to the development of the plan is that of youth participation. As organisations and agencies dedicated to supporting young people develop personally and socially, it is inexplicable that young people are not facilitated and supported to have a sufficient say in decisions and actions that affect them. Also as the plan outlines, youth work is about more than developing young people personally and socially, although this is an important element.

Youth work is also concerned with young people contributing to the development of communities and the wider society. At present institutions such as schools teach and instruct young people about citizenship and democracy. Then ironically many schools do not facilitate and even prevent young people from experiencing democracy in action by not allowing them to have a say in decisions and activities in the school, which impact upon them. The youth sector needs to take a strong lead on this, not only because it is the right thing to do, but also because increasing numbers of young people will vote with their feet, and leave or not get involved in youth organisations, programmes or projects as a result.

CONCLUSION

In conclusion the plan as published provides in my view a clear, coherent and ambitious vision for the youth sector over the next five years and for the further development of youth work services. We in the youth sector need to challenge the government to meet its commitments to this generation of young people by providing the financial and institutional supports required. Equally the youth sector needs to embrace the many opportunities presented by this plan and we need to challenge ourselves in relation to the weaknesses and deficiencies identified.

James Doorley is a board member of the European Youth Forum with special responsibility for EU Youth Policy Development. He is also a former President of the National Youth Council of Ireland.

SHOW ME THE MONEY!

by Fran Bissett

INTRODUCTION

To support the previous article, Irish YouthWork Scene undertook a basic straw poll via a 10-item questionnaire that was distributed to a selection of staff and volunteers within the National Youth Federation, the largest Irish youth service organisation. The questionnaire had two primary functions; - Firstly, to assess the general level of awareness and knowledge of the Plan, its launch and its general content and, secondly, to gain people's thoughts on the key proposals in the plan - **What they like, What they don't like and What's missing?**

GENERAL AWARENESS

Questions 1 and 2 related to the general awareness of the Plan and asked whether they were aware that it had been officially launched and had they read it. Of those who responded 88% were aware that the Plan had been officially launched but only 25% had read the Plan in full.

It should be noted however, that a number of respondents only became aware of the launch of the Plan after it had happened. It should be also noted that the majority of respondents are operating at senior managerial level and would have had an ongoing involvement in the consultation process so one would expect them to have knowledge of the key areas of the Plan.

IN-DEPTH KNOWLEDGE AND PRIORITY AREAS

Questions 3 and 4 related to the key proposals in the plan and asked respondents if they were familiar with the key proposals and to prioritise them. Of those who responded all of them (100%) felt that they were familiar with the key proposals despite the relatively low number (25%) who had read the plan in detail and they prioritised the key proposals in the following order of importance:

1. Youth Service Funding Review
2. Review of Single Worker Projects
3. Multi-Annual Funding
4. Development Unit for Youth Work
5. Review of Youth Information Provision
6. Validation Body for Youth Work Training
7. Youth Research Programme

WHAT THEY DON'T LIKE AND WHAT'S MISSING?

Questions 5 & 6 asked respondents if there were items in the Plan that they were not in favour of and if so what these items were. Of those who responded only one item emerged that respondents were not in favour of; - that being the placement of responsibility for youth work under the VEC's. However, this transfer of responsibility rests

within the Youth Work Act and not the Plan.

Questions 7 & 8 asked respondents if there were items missing from the Plan that should be included and if so what they were. Of those who responded 25% felt there were individual items missing from the Plan such as no commitment to address the imbalance between support for disadvantaged youth work and generic/mainstream youth services and a more specific definition of youth work as a means of education and social change

WILL IT EVER HAPPEN?

Finally, **Questions 9 and 10** asked respondents if they felt that the Plan would ever be implemented either in part or in full and for their overall comments. Of those who responded 88% felt it would be implemented but most respondents questioned whether the commitment and political will existed to fund the Plan completely. Some were critical of the decision to launch the Plan during the summer period and the lack of any formal commitments on the funding of the Plan, especially as the Plan itself included a full costing for its implementation.

CONCLUSIONS

So, what conclusion can we draw from this information? In general the feedback on the Plan is positive. There appears to be general satisfaction with its overall content and an acceptance that what is being proposed broadly hits the mark in attempting to tackle the core issues and gaps existing within the Youth Service.

In terms of priority areas it is clear the funding of youth work and its relative insecurity is the primary concern of those within the service, with the **Funding Review** scoring at number one and the introduction of **Multi-Annual Funding**, scoring at number 3. This is unsurprising in a year that has delivered only a 1% increase in Youth Service funding, in real terms a cut of 3-4%. It is also noteworthy that despite the continuing dearth of research on young people in Ireland there appears to be little interest in this field, as the proposed **Youth Research Programme** scores last in priority in all but one of the returned questionnaires.

Finally, the primary concern of respondents related to the implementation of the Plan and whether the commitment and political will exists to fully implement it. This will prove to be the acid test of the Plan. Funding must be sourced to ensure that it does not go the same way as previous landmark documents in the history of the Youth Service in Ireland, which have ultimately proved to be false dawns, such as the O'Sullivan Report (1977) & the Costello Report (1984) or indeed the Youth Work Act 2001 which has yet to be implemented to any significant degree.

WHITE PAPER TRAINING & SUPPORTS GRANTS ANNOUNCED

by Ruth Griffin

INTRODUCTION

In March 2002 a funding scheme was announced to support the implementation of one of the key activities of the White Paper 'Supporting Voluntary Activity'. The White Paper provided for a scheme of funding over a three-year period for training and support for organisations in the community and voluntary sector. The original sum allocated for the scheme was €2.539 million per year for a three-year period however the allocation was subsequently reduced to €690,000 in the first year and €600,000 in the subsequent two years. The level of funding which could be sought in any single application was in the range of €5,000 to €127,000. It was not until April 2003 that consultants were appointed to assess the applications and make recommendations on funding.

ASSESSMENT PROCESS

There were four stages in the Assessment Process:

Stage 1: Screening of the proposals to check basic eligibility for the funding programme.

Stage 2: Preliminary process of reviewing and describing the eligible proposals in terms of scope for additionally within the sector and identifying proposals for further detailed evaluation.

Stage 3: An evaluation of the proposals progressing beyond stages 1 & 2 with regard to the assessment criteria set out in the Department guidelines and the preparation of a short list.

Stage 4: Further review and refinement of short listed proposals to identify projects, which had the greatest potential to deliver on the purpose of the scheme and the White Paper objectives.

There were some 540 applications received, which resulted in 24 successful applications. Of the 24 successful applications 6 were under either the youth category alone, or youth combined with another category:

- Donegal Youth Services
- Drogheda Youth Development
- Meath Youth Federation
- Midland Regional Youth Service in Partnership with County Roscommon Youth Services
- Macra na Feirme
- National Association of Travellers Centres

The Consultants (Colgan & Assoc.) final assessment report stated that in identifying short listed projects to be recommended for funding; -

'An over-riding consideration was given to optimise the impact of the resources available' (pg.10)

Furthermore the Consultants were of the view that;

'this involved finding a difficult and delicate balance between the need to have a reasonable and equitable spread of quality projects and at the same time avoiding distributing the available resources so thinly that its impact and intent would be weakened to an unacceptable degree. With this in mind one of the factors involved in the selection was the extent to which a proposal lends itself to part funding' (pg.10).

Showcase on a Successfully Funded Project

Meath Youth Federation was established in 1989 affiliated to the National Youth Federation in 1992. It was established as a response to a growing number of youth clubs in Co. Meath. It currently has a network of over 10 youth clubs across the county. There is also a network of community projects, a drop-in centre and a budding youth infor-

mation centre. Meath Youth Federation has also been closely involved in the development of the Navan School Completion Programme, Garda Diversion Project and Springboard Family Support Project. MYF is also involved with the County Development Board and many community groups.

One of Meath Youth Federation's objectives is -

To provide regular high quality training for all staff and volunteers

Therefore, in line with their 3-year Strategic Plan, the project proposal aimed to develop a formal training and support programme for all youth clubs and projects in Co. Meath and to recruit a full-time Youth Development Worker to assist the Regional Director to meet its objectives.

The Objectives Included:

- To train, support youth leaders to set up new clubs within urban and rural areas in Meath.
- To assist in the development of structures and activities to help young people grow, develop into responsible adults.
- To work with new and existing youth clubs to develop leaders skills and support leaders maintain club structures.
- To assist leaders and young people develop their own strategies to them and their communities.
- To provide information on all areas of youth to include current statutory and legal requirements.
- To ensure the development and maintenance of services to young people.
- To act as an outreach service and set up local centres in urban and rural areas to meet the needs of young people at grass root level.
- To develop the skills of young people so as to actively take part in the organisation and the setting up of a Forum to promote opportunity for lobbying for issues solely relating to young people.
- To provide training and information on all aspects pertaining to young people e.g. health / hygiene, substance abuse, Children's Rights.

Outcome

Young people will have a greater sense of ownership of clubs and communities and promote positive well-being. Information will be easier to access at all levels. Club leaders and volunteers will feel more supported and encouraged to continue on their important task and a more structured approach will assist clubs to enable them to continue for the future.

Further Information / Resources

For a copy of Colgan & Assoc. Assessment Report and the Report on Details for Application, Screening and Rating please contact:

**Department of Community, Rural & Gaeltacht Affairs
Dun Aimirgin
43-49 Mespil Road
Dublin 4
Tel: (01) 6473000
Fax: (01) 6670826
www.pobail.ie**

For further information on Meath Youth Federation contact:

**Meath Youth Federation
14 Ludlow Street
Navan
Co. Meath
Tel: (046) 22707
Fax: (046) 75239
Email: myfed@eircom.net**

For contact details of other NYF local youth services check out:

**National Youth Federation
20 Lower Dominick Street
Dublin 1
Tel: (01) 8729933
Fax: (01) 8724183
Email: info@nyf.ie
www.nyf.ie**

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ONE WORLD WEEK 2003

by Ruth Griffin

INTRODUCTION

It's that time of year again and behind the scenes another *One World Week* committee have been working away making sure everything is on track. *One World Week* originally was chosen to coincide with Universal Children's Day, which falls on November 20th each year.

One World Week is based on a model of Development Education. Development Education aims to explore global development through the linking of the *Local* with the *Global*. It looks at issues such as poverty in the developing world and links it with examples from our own society. It aims to explore the injustices and inequalities in the world by making it as relevant as possible while at the same time celebrating cultural differences and diversity.

One World Week is a youth led initiative supported by the One World Week Co-ordinator. Young people and youth organisations are encouraged to participate in events, which are happening throughout the country during that week.

In society today young people are said to live in a global village where information technologies, music, travel, fashion etc. mean that young people have more in common than ever before. However, by the same token there are also huge disparities between the circumstances within which young people live, not just in Ireland but also across the continents. Development Education aims to explore these concerns and challenges us to think about issues such as globalisation and its affect and implications to our development. If you are interested in Development Education, One World Week may be the ideal time to introduce the concept to your group.

2003 THEME

Previous themes for *One World Week* have included globalisation; fair trade and the media. Following a broad consultation process with young people, youth organisations and development organisations the theme chosen for *One World*

Week 2003 is 'peace and conflict'. *One World Week* will run from the 17th to the 23rd November.

Peace by Piece an education pack will be made available from NYCI (also available from the Irish YouthWork Centre, see Resource page), or downloadable from the website. The pack encourages the use of games, role-play, moving debates and other activities. Young people will learn about the causes and consequences of conflict at a local and global level. It will explore how people resolve conflict to achieve peace and highlight the importance of justice for sustainable peace. The activities will be supported by facts and statistics, sources of further information and contact details for organisations.

Training will be provided to youth workers, youth leaders and others who work with young people all around the country between September and November.

Further Information / Resources

For more information on *One World Week* or Development Education please contact:

Johnny Sheehan
One World Week Co-ordinator
NYCI
3 Montague Street
Dublin 2
Tel: (01) 4784122
Email: www@nyci.ie

Website: www.developmenteducation.ie
Email: info@dc.gov.ie
Website: www.dci.gov.ie

www.developmenteducation.ie
www.oxfam.org
www.concern.ie

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DÁIL NA NÓG 2003

What's it all about?

by Ruth Griffin

INTRODUCTION

Goal 3 of the National Children's Strategy (Nov. 2000) states that:

"Children will have a voice in matters, which affect them and their views will be given due weight in accordance with their age and maturity."

The objectives to be achieved under this goal include putting mechanisms in place that will encourage and allow participation by children in matters which affect them across both the public sector but also the voluntary and private sectors and to ensure that children are made aware of their rights and entitlements.

The first *Dáil na nÓg* happened back in September 2001 whereby over two hundred young people (7-17 years) were invited to the Mansion House in Dublin, This was quite symbolic in so far as the Mansion House was also the setting for the first *Dáil*.

Dáil na nÓg 2003 has been very much a work in progress and a continuing learning experience. In order to facilitate a wider and more democratic representation and selection of young people, the National Children's Office began work with County Development Boards to establish local *Comhairle na nÓg*. There are a total of 34 City/County Development Boards in the 26 counties, and of these most will have held a *Comhairle na nÓg* before *Dáil na nÓg 2003*. Last year young people were selected to attend through their local *Comhairle*, however, given that this was the first year of having these local forums much tweaking needed to be done over the last number of months.

The National Children's Office has drawn up guidelines for local *Comhairle*. Some County

Development Boards have embraced the challenge of establishing youth forums most notably Dublin City Council who have a designated staff person and have created a resource along with a video for participating in *Comhairle na nÓg*. They have also encouraged groups to access a free email address service and regular group forums to update young people. Check out: www.Dublin.ie

This year again, in an effort to constantly improve the delivery of *Dáil na nÓg 2003* the National Children's Office put out a tender for relevant and appropriate agencies to deliver *Dáil na nÓg 2003*. The National Youth Council of Ireland successfully won the tender. The NYCI have had considerable experience around youth participation having successfully run the National Youth Parliament during the early 90's. *Dáil na nÓg 2003* will take place in Croke Park on Saturday 15 November.

NEW FORMAT

The format of the day will be slightly different to previous years. Firstly, the age group is 12 to 18 years, secondly this is the first time it will be held on a Saturday, which facilitates more young people to attend and thirdly, the structure of the day varies greatly from the traditional voting system used in previous years.

This year's *Dáil na nÓg 2003* aims shadow to a degree the Social Partnership model. The new partnership plan - *Sustaining Progress* identifies 10 special initiatives and the young people prior to the event will be asked to vote to decide the 2 themes that will inform the discussion for the day. Over the last number of years one of the main flaws of the *Dáil na nÓg* model was that a lot of the discussion was in a vacuum and went little way to inform government policy. In 2001 play and recreation was one of the three items discussed and resulted in a *National Play Policy*, however, other concrete examples are fairly invisible. However, the change in methodology for this year means

that the debate on the day will link into an already existing 'live' government document. Government Ministers are being invited on the day to listen to the young peoples' arguments with regard to the chosen initiatives from the Social Partnership Document *Sustaining Progress*.

The 10 Special Initiatives identified in *Sustaining Progress* are:

- Housing and Accommodation
- Cost and availability of Insurance
- Migration and Interculturalism
- Long-term Unemployed, Vulnerable workers
- Tackling Educational Disadvantage
- Waste Management
- Care – Children, People with Disabilities and Older People
- Alcohol and Drug Misuse
- Including Everyone in the Information Society
- Ending Child Poverty

EVENT PREPARATION

Prior to the event the young people will vote to select two of the above topics that they will discuss on the day. What is interesting is that there is a cross range of issues and topics and they all feed into a context as opposed to randomly selecting topics for young people to discuss and not feeding in anywhere.

All Ministers will be invited, particularly the Ministers whose area of responsibility has been chosen for discussion on the day. Members of the Opposition will also be invited. It is hoped that the Ministers and elected representatives will listen to the young people and they will take on board their views in future negotiations around Social Partnership. This model should also enhance young peoples' civic and political education and they can follow the progress of their discussions. Furthermore, it means that they can also bring the debate back to their own local *Comhairle na nÓg*'s following the event.

Over 200 young people will be attending. There will be 20 groups of 10, one of which will accommodate Irish Language Speakers. Provision has also been made to ensure representation from minority groups. It is anticipated that there will be a *Dáil na bPáistí* in the New Year which will aim to facilitate the under twelve-age group.

We will update you on the outcomes of the *Dáil na nÓg 2003* in the next edition.

Further Information / Resources

Copies of *Sustaining Progress* are available from:

Department of the Taoiseach
Tel: (01) 6624888
www.taoiseach.gov.ie

If you would like to get a copy of the National Children's Strategy contact:
National Children's Office
Tel: (01) 2420000
www.nco.ie

For more information on Young Peoples Rights contact:

Children's Rights Alliance
Tel: (01) 4054823
www.childrensrights.ie

For more information on your County Development Board contact:

County and City Development Boards
www.cdb.ie

For more information on *Dail na nÓg 2003* contact:

NYCI
3 Montague Street
Dublin 2
Tel: (01) 4784122
Fax:(01) 4783974
Email:info@nyci.ie
Website: www.youth.ie

Ruth Griffin is the Quality and Standards Training Officer with the National Youth Federation

POLICY & FUNDING

NATIONAL YOUTH WORK DEVELOPMENT PLAN LAUNCHED

On 5 August the Minister for Youth Affairs, Ms. Sile de Valera T.D., launched the long awaited National Youth Work Development Plan for the years 2003 to 2007, as critiqued earlier in this edition of Irish Youth Work Scene.

The Plan includes a complete costing for the five-year lifetime of its implementation. Although no clear commitment was given to funding the full implementation the Plan, the Minister did state that two priority areas, the **Child Protection Training Programme** and the appointment of an **Assessor of Youth Work** would be implemented in 2003 and that the implementation of further elements of the Plan would be progressed on a priority basis, having regard to available funding resources

It is available at a cost of €3.00 from:

**Government Publications
Sun Alliance House
Molesworth Street
Dublin 2
Tel: 01 7476000**

It can also be downloaded from the Youth Affairs section of Department of Education & Science website at: www.education.ie

BARNARDOS - EVERY CHILD MATTERS CAMPAIGN

Barnardos' *Every Child Matters Campaign* highlights the reality of children and young people's lives in Ireland today. As part of the *Every Child Matters Campaign*, Barnardos began running a multi-media advertising campaign from August 4th 2003. The ads aim to raise awareness of the realities of children's lives in Ireland today. The *Every Child Matters*

Campaign - Families Under the Influence includes television ads, billboards, radio and press ads. Throughout 2002-2004 three issues will have been highlighted during this campaign:

PARENTS UNDER PRESSURE FAMILIES UNDER THE INFLUENCE CHILDREN LIVING WITHOUT

Amongst the specific issues Barnardos is campaigning for in this campaign are the following:

- Eliminate consistent child poverty by 2010
- Increase child income support to reflect the real cost of bringing up children for all families on low income
- Support effective programmes to tackle early school leaving, such as investing in intensive programmes for children under 6
- Fund a range of accommodation based with in local communities for homeless families with children, and for homeless young people
- Offer daytime facilities to homeless families to help with homework, laundry, and cooking meals
- A commitment from political parties that they will always favour the interests of young people, over the drinks industry
- An effective and enforced ban on alcohol advertising aimed at youth audiences
- Replace the current alcohol sponsorship of sports
- Commit substantial resources - perhaps funded by a special tax on drinks industry profits - to fund a range of recreational facilities that would transform every community in the country and give young people a real alternative to have somewhere to go.

A range of support materials, policy & discussion papers and leaflets on the different strands of the

campaign are available from Barnardos as are details of how you can help to support campaign from the website:

www.barnardos.ie or by emailing: everychild-matters@barnardos.ie.

Report available on PDF at (<http://www.barnardos.ie/pdfs/BarnardosCLW.pdf>)

LEONARDO PROGRAMME TRAINING OPPORTUNITIES

The European Communities Leonardo da Vinci Vocational Training Programme provides funding for students and trainees to undertake a work experience placement in a participating European country. Leonardo da Vinci also provides funding for vocational trainers, guidance counselors and those involved in curriculum development or human resources to undertake a study visit in a participating European country.

A grant of up to €5,000 per person is available for the maximum duration. Applications are only accepted from educational bodies or organisations involved in vocational training. The next deadline for project applications is 13 February 2004

Full programme information is available on the following websites:

www.leonardo-ireland.com

http://europa.eu.int/comm/education/leonardo/leonardo2_en.html

NEW VOLUNTARY SECTOR FUNDING DATABASE

Comhairle has created a new database of funding sources for the voluntary sector in Ireland. It contains information on national, regional, statutory and private sector funding. The information for this database was researched in 2003 by CREATE (formerly CAFE - Creative Activity For Everyone), who published previous editions of The Funding Handbook.

The database is available at:

www.cidb.ie/comhairleVCS.nsf/HTMLPages/Funding?Opendocument

EUROPEAN YEAR OF EDUCATION THROUGH SPORT CALLS FOR PROPOSALS

2004 is the European Year of Education through Sport, an European Union initiative that aims to promote sport as an educational tool. Funding is available to organisations that wish to undertake projects that meet the educational and sporting objectives of the Year. Educational and sporting organisations, both public and private, may apply for funding.

**For full details, eligibility and funding criteria and application forms go to:
www.activelink.ie/ce/active.php?id=893**

NEW INFORMATION GUIDE FOR LONE PARENTS

On 19 August Minister Mary Coughlan launched a quick reference guide to services and entitlements, which will be given to all one-parent families applying for help to the Department of Social and Family Affairs. The newly revised edition of the One Parent Families Information Guide is recognised as a primary source of information for lone parents, information providers, employers, teachers, health professionals and community groups.

The Department of Social and Family Affairs, AIM Family Services, Cherish, Comhairle, Gingerbread and Treoir were involved in the compilation the booklet, with the Department and Comhairle funding its publication. The booklet is available free of charge from the organisations involved in its production and from Citizens Information Centres. The Department of Social and Family Affairs will also give a copy to each new person applying for the One-Parent Family Payment.

For further information contact:

**Department of Social & Family
Affairs**

Áras Mhic Dhiarmada

Store Street

Dublin 1

Tel: 01 7043000

Email: info@welfare.ie

www.welfare.ie

ROUND UP

SELF-EVALUATION RESOURCE FOR TRAINING DELIVERY

Trying to deliver a quality learning programme regardless of whether it is a 2-hour workshop or a full time course requires resources and a committed team. The Wheel has collated a Self-Evaluation Tool for training providers to assess how well they are delivering a quality service. This tool can also be used by those buying in training to enable them benchmark a quality service. Copies of the toolkit can be downloaded from the Wheel website at:

www.wheel.ie/user/content/view/full/418/
Email: learning@wheel.ie for a hard copy.

NEW VOLUNTEER DEVELOPMENT RESOURCES

The Volunteer Development Agency in Northern Ireland has just published the following range of resources for volunteers.

1. **As Good As They Give - Providing Volunteers with the Management they Deserve**

Series of five workbooks providing guidance on volunteer management. They cover everything from Planning Volunteer Involvement to Volunteers and the Wider Organisation.

2. **Voluntary Management Committees - Volunteer Guide**

Four-part practical handbook with helpful checklists and training exercises is an essential guide to being on a committee and being effective. It includes key information on everything from how to make meetings more productive to organising financial arrangements.

3. **A Unique Way of Sharing**

Research Report which looks at the participation of black and minority ethnic people in volunteering in Northern Ireland.

These resources are available from:

The Volunteer Development Agency
Tel: 09048 90236100
Fax: 09048 90237570
Email: info@volunteering-ni.org
Website: www.volunteering-ni.org

NEW DATABASE OF YOUNG PARENT PROJECTS & INITIATIVES

Treoir has recently set up a support project for Workers with Young Parents and is currently compiling a database of Young Parent Projects and Initiatives. Treoir is eager to hear from such projects so that they may be included in their database. The database will then be available from Treoir.

Treoir is also interested in hearing from those working with young parents in any sector so that they may be included on their mailing list for upcoming conferences and events in the area of working with young parents and young parents issues.

If you want to ensure that your project is included in the database or that your contact details are added to the mailing list please contact:

Natalie or Nicola at Treoir
14 Gandon House
Custom House Square
IFSC
Dublin 1
Tel: (01) 6700120
Email: info@treoir.ie

EMPOWER TRAINING & DEVELOPMENT

Empower Training specialises in providing training solutions for the Voluntary and Community sectors and provides the following programmes in conjunction with the Department of Adult and Continuing

Education, Waterford Institute of technology. Both courses are approved W.I.T. courses.

Make Your Experience Count

Suitable for a broad range of client groups in the community and voluntary sector. The course is designed to help Adults analyse past experiences and present their most relevant learning and achievements in a way that makes sense to themselves and others. This course can be used for accrediting prior learning experiences in life etc.

Introductory Certificate in Estate Management

An accredited programme run over 14 weeks, one night per week. What is Estate Management? Who should be involved in Estate Management? How could Estate Management be implemented in your estate? Have you got an Estate Management committee but have run into difficulties. Depending on the needs of groups involved and sponsors these questions and others relating to the involvement of residents in the management and development of their own communities.

For more information contact:

Stephen Doran
Empower Training and Development
13 Rusbrook
Drakelands
Kilkenny
Tel: (056) 26899
Email: empowertraining@eircom.net

LASA INFORMATION SYSTEMS

Lasa is a development and resource agency for advice and information providers that aims to provide a service where access to information and expert advice on how to use it is available to all; where everyone, regardless of ability to pay, has access to the law to challenge discrimination, bad practice and disadvantage.

Via its website Lasa aims to deliver good advice and work to secure this by promoting the development of high quality information and advice services, providing an expert resource to advice practitioners, influencing policy and stimulating good practice. Although English-based much of the information will be of use to any voluntary organisation involved in the provision of information and advice and using IT including the following:

LASA's Knowledge Base

- ~ IT information to charities, including: Internet and Email Training

- ~ Needs Analysis & How to select appropriate IT training
- ~ How to develop IT training policy & How to recover from an IT disaster
- ~ Allocating and recognising responsibility for IT &
- ~ Allocating funds for IT. For further details contact:
Website: www.lasa.org.uk/knowledgebase

Circuit Riders

A technology support solution for the voluntary sector. Circuit Riders are mobile technology support workers, each of whom supports a caseload of organisations. For further details contact:
www.lasa.org.uk/circuitriders/index.shtml

Computanews and Computanews Guides

Providing straightforward, clear information on the use of IT for advice and information workers. In the June 2003 issue LASA produced research on what a small non-profit organisation might expect to get when looking to pay for support. They did this by sending a scenario of IT support requirements to three ICT support organisations who work with voluntary organisations, and asking them what they would recommend and how much they would charge for it. For further details please contact:
www.lasa.org.uk/computanews/ccindex.shtm

KNOW YOUR RIGHTS

The Irish Council for Civil Liberties (ICCL) has recently launched the official publication **Know Your Rights**. This is the second such edition of the 1992 publication. The Know Your Rights information pack is intended to offer guidelines to members of the public, who find themselves in trouble with the Garda, in relation to their legal and constitutional rights.

The areas covered include:

- **Arrest**
- **Detention**
- **The Criminal Justice (Public Order) Act 1994**
- **Searches - of the Person & Property**

Copies of Know Your Rights are available at a cost of €5.00 from:

Irish Council for Civil Liberties office
Tel: (01) 8783136
Email: iccl@iol.ie

It can also be downloaded in pdf format at:
<http://www.iccl.ie/about/knowyourrights2003.pdf>

RESOURCES

CHILDHOOD RESEARCH

Seven Years Old (2001) *by Noirin Hayes & Margaret Kernan (CSER)*

The IEA Preprimary Project was a large cross-national investigation into the years prior to a child's entry into compulsory education and the period of transition into primary school. This report assessed the need for and utilisation of early childhood care and education, the quality of a child's experience in these settings and the growing role that various care and educational arrangements play in the development of the world's young children.

Ireland joined this project in 1994 when data on 396 four-year old children and their families were gathered. These families were again contacted in 1997/98 when the children reached seven years of age. This report presents data that will inform policy development, particularly in the field of education.

CRIME

Public Order Offences in Ireland (2003) *by the Institute of Criminology, Faculty of Law, UCD for the National Crime Council.*

Report that provides a comprehensive analysis of the scale of public order offending in Ireland. Two sites in Dublin – Liffeside and Parkway – were selected for closer scrutiny. Gardaí were accompanied on patrol in these areas for approximately 200 hours. During this time the researchers observed the Gardaí response to 177 public order offences. In addition lengthy interviews were carried out with 50 members of the Force. Supplementary data was collected from the Courts Service, the Probation and Welfare Service and the Irish Prison Service.

Tackling the Underlying Causes of Crime: A Partnership Approach (2002). *by the National Crime Council.*

In this report the NCC presents a summary of their consultations and research in the area of crime pre-

vention and sets out provisional recommendations to Government, with particular emphasis on the underlying causes of crime and the development of partnership and practical approaches that will be effective at community level. The focus of the paper is on certain types of crimes and anti-social behaviour.

It is hoped that this report will generate discussion around the interagency approach to service provision and develop an integrated approach to tackling the causes of crime, crime prevention and anti-social behaviour at a local level. Any development in this area would also improve the quality of life of local residents and enhance community safety.

Parents, Children and Prison: Effects of Parental Imprisonment on Children (2002) *by Centre for Social & Educational Research*

Report commissioned by the Management Committee of the Visitors' Centre in Mountjoy Prison to address the lack of information that exists about the children of prisoners in Ireland, and to provide an initial profile of their needs. It also aims to increase awareness about the issue of child poverty among children of prisoners and highlight the negative impact a parent's imprisonment can have on the socialisation of a child.

It is hope recommendations produced from this report will be used to lobby for specific changes in prison policy and to ensure that the needs of children affected by parental imprisonment are give a broader consideration within anti-poverty, equality and justice areas.

DRAMA IN YOUTH WORK

Dramattack! An Essential Practical Manual for using Drama in Youth Work (1999) *by Donald C. Steward*

Practical manual for introducing drama into youth work through integrated workshops, theatre, games, role-play and improvisation. Drama has the potential to help young people develop self-confidence and self-belief, this manual uses drama as a tool to engender discussion amongst groups and as a

means of teaching any subject to young people. It can be used as easily by the complete amateur as it can by the professional.

EMPLOYMENT RIGHTS

Employment Rights Explained (2003) *by Comhairle*

Employment is no longer just about regular full-time employment. The range of employment options has expanded in recent years so that what is described as atypical employment is much more common. This guide provides a first step resource to employee and employers rights and basic entitlements in work. It provides answers to the practical questions which arise at in employment situations everyday. It should be particularly useful for first time employees or employees who do not have the benefits of trade union membership. Many employers particular those with small businesses may also find it useful.

In addition you will find information on the steps to take if you cannot resolve a dispute with your employer concerning any of your employment entitlements and it will direct you to where you can get further information

FETAC AWARDS

FETAC (NCVA) Awards 2003-2004 *by FETAC*

FETAC was established in 2001 by the Minister for Education & Science and has responsibility for making awards previously made by BIM, CERT, FAS, NCVA and Teagasc. FETAC's aim is to make quality assured awards in accordance with national standards within the national framework, creating opportunities for all learners in further education and training to have their achievements recognised. Categories covered in this guide include:

- General information on FETAC
- Support Services & Awards
- New Certificates & Modules for 2003-2004
- Candidate Entries & Assessment

GENDER ISSUES

Gender and Learning, (2002) *by P King, S O'Driscoll & S Holden*

Report commissioned by Aontas to study the learning

styles of women and men and their implications for further education and training. The research focused on adults who had not completed upper second level education and who were currently participating in adult education. The aims of the study were to:

- Explore the styles of learning adopted by men and women.
- Identify differences in these styles, if any.
- Examine the differing needs of women and men in relation to access to learning.
- Identify and document models of good practice, which take account fo the learner's particular needs.
- Make recommendations in relation to the implications for further education and training.

HUMAN RIGHTS

All Human Beings..... **Manual for Human Rights Education (1998)** *by UNESCO*

An illustrated practical guide to help pupils, students and teachers at primary and secondary levels to understand the universal elements of human rights. It aims at promoting the common aspiration to social progress and better living conditions in a context of greater freedom, as laid down in the Universal Declaration of Human Rights. This resource does not seek to be exhaustive but rather to propose material that can be developed and supplemented in an ongoing process.

Re-Thinking Identity: **The Challenge of Diversity (2003)** *by Katherine Zappone*

Report by the Joint Equality and Human Rights Forum commissioned to explore the reality of diversity in peoples' identities in Ireland today. People are different by virtue of their gender, age, sexuality, cultural and ethnic background, religious beliefs, impairments and other factors. People with different identities often face different equality and human rights issues. Recognition of this is a critical step in developing policies and practices that create a more equal society that can accommodate differences in the provisions of services and in the workplace.

Peace by Piece (2003) *by One World Week*

Pack that celebrates One World Week 2003 which will take place from the 17th-23rd of November. The theme this year is Peace and Conflict. This week

acts as a focus for schools and groups to raise awareness and take actions that promote human rights, peace and interdependence. *Peace by Piece* explores issues of conflict, peace and reconciliation. It examines current understandings of these concepts, at a local and global level and the causes and impacts of conflict on young people. This pack contains activities for a wide range of ages and abilities that youth workers can use to raise awareness around these issues.

SOCIAL POLICY

Irish Social Expenditure in a Comparative International Context (2003) *by Virpi Timonen (for CPA)*

Report that compares social expenditure in Ireland with that of other European and developing countries. Even accounting for differences in pension and the age structure of the population, it finds that social spending in Ireland is low compared to that of many other countries. The author argues that there is a need for the Irish welfare state to evolve, so that it is appropriate to the level of economic development. In particular the need for a more universal provision of public services such as childcare, and the importance of quality and efficiency in their delivery are highlighted.

YOUTH & DISABILITY

Youth - Beyond Disability (2003) *by People with Disabilities in Ireland*

Report published to mark the European Year of People with Disabilities. It is the result of four regional seminars which took place in Monaghan, Leitrim, Kilkenny and Cork between October and November 2002. The report contains the hopes and aspirations of young people spoken in their own words, the views of the workshops along with the observations of political leaders and those working in the area. It is hoped the report will help to raise awareness at Government level and among the general public of the needs of young people who have a disability of some kind.

Youth - Beyond Disability (Conference Pack, September 2003) *by People with Disabilities in Ireland*

This international conference was organised by PwDI as part of its programme to mark 2003, European Year of People with Disabilities. The conference is the outcome of four regional seminars,

which were held last October and November. This conference pack includes:

- Copies of conference speeches and presentations
- Cumhacht – Newsletter of People with Disabilities in Ireland
- EYPD (European Year of People with Disabilities) Newsletter – Issue 1
- Disability - Challenge your Perspective – Information Sheet
- Youth – Beyond Disability Report

WOMEN'S HEALTH

Irish Women and Tobacco Knowledge, Attitudes and Beliefs (2003) *by The Office of Tobacco Control / TNS MRBI*

Estimates from the National Cancer Registry show that lung cancer is increasing by 3% a year in women. This report highlights some of the problems we face in trying to fight this epidemic. The difficulties in quitting by women show that it is no longer enough to treat nicotine addiction as a lifestyle issue. Smoking is not just a behaviour it is also an addiction and one apparently that women find harder to fight than men. Smokers have at least as high a rate of relapse and addiction-related mortality as do heroine addicts. The findings in this report suggest strongly that women need intensive, organised and prolonged support if they are to quit smoking, and the nature of this support may be different from that needed by men.

ALL OF THESE THESE TITLES AND OTHERS ON RELATED TOPICS ARE AVAILABLE ON LOAN (NOT FOR SALE) TO IYWC MEMBERS. THE IYWC IS AN OFFICIAL SALES AGENT IN THE REPUBLIC OF IRELAND FOR CPA, DEFY, DIRECTORY OF SOCIAL CHANGE, NYCI, NIGHTSHIFT PUBLICATIONS AND RUSSELL HOUSE PUBLISHING.

Further Information from :
Fran Bissett / Gina Halpin
Irish YouthWork Centre
National Youth Federation
20 Lower Dominick Street
Dublin 1
Tel: (01) 8729933
Fax: (01) 8734183
Email: fbissett@nyf.ie
/ ghalpin@nyf.ie
Website: www.iywc.com

NOTICE BOARD

IMMIGRANTS' RIGHTS & ENTITLEMENTS IN IRELAND

Day 1: Monday, 1st December 2003
Day 2: Monday, 17th May 2004
Venue: Jury's Inn, Custom House Quay, Dublin

Two day course that aims to increase knowledge and understanding of specific development issues in relation to immigration and the impact on Irish society. It will increase awareness of the range of immigrants living in Ireland, types of residential status and the rights and entitlements of immigrants living in Ireland.

Topics Covered:

- Introduction to migration, national and international trends and legislation
- Introduction to selected categories of immigrants living in Ireland
- Introduction to additional categories of immigrants living in Ireland.

Cost: €140 (Includes lunches and refreshments)

For further information please contact:

The Central Training & Development Service,
Comhairle
Hume House
Ballsbridge
Dublin 4
Tel: (01) 6059000
Email: comhairle@comhairle.ie
Website: www.comhairle.ie

DEVELOPING A STRATEGIC PLAN

Date: Saturday, 15th November 2003
Time: 10.00am – 4.00pm
Venue: Carmichael Centre

One-day course exploring the key elements of the strategic planning process including the organisation's mission, aims and objectives. It will give practical guidance on how to carry out the process and who to consult.

Course Objectives: By the end of the course participants will be able to - identify the elements within the strategic planning process; use the strategic planning tools required to develop a plan for their group and work with their groups to identify their desired outcomes.

FUNDRAISING WITH VOLUNTEERS

Date: Thursday, 20th November 2003
Time: 10.00am – 4.00pm

Venue: Carmichael Centre

One-day course exploring the motivations of fundraising volunteers. It will look at ways of building their commitment and loyalty and will consider what can be done to ensure that fundraising activities are cost effective and well organised.

Course Objectives: By the end of the course participants will be able to - motivate volunteer fundraisers; appreciate and reward volunteer effort; recruit new volunteers and plan and evaluate effective volunteer fundraising events and activities.

IMPROVING EFFECTIVENESS IN GRANT APPLICATIONS

Date: Wednesday, 26th November 2003
Time: 10.00am – 4.00pm
Venue: Carmichael Centre

One-day course covering the essential elements in preparing grant applications and look at what research and networking needs to be done prior to making a written application. It will examine what is involved in making a concise and compelling case for support. It will also address how best to develop ongoing relationships with funders and will give an analysis of funding trends common to many funders.

Course Objectives: By the end of this course participants will be able to - plan and implement an effective programme of research and networking prior to making a written application; prepare a well structured, concise & compelling written case for support; research and prepare a project budget and plan for building a longer term relationship with grant makers.

FINANCE FOR NON FINANCIAL PEOPLE

Date: Thursday, 11th December 2003
Time: 10.00am – 4.00pm
Venue: Carmichael Centre

One-day course that will identify the internal financial management tools that will enable you to monitor and forecast your income and expenditure needs. It will unpack the jargon behind financial statements and look at balance sheets and income and expenditure statements. There will be an opportunity to discuss different samples of accounting records and financial controls and time will be spent working together to develop financial procedures.

Course Objectives: After this course participants will be able to - understand the records needed to monitor income and expenditure within your organisation; read financial statements with more confidence and implement appropriate financial records procedures and controls within your organisation.

COMMITTEE MEMBERS MANAGING STAFF

Date: Saturday, 10th January 2003
Time: 10.00am – 4.00pm
Venue: Carmichael Centre

One-day course that focuses on three main areas. Some work will be done on clarifying expectations. Through the induction process and the use of the job description and work plan we will look at the managerial structure that needs to be put in place. Staff supervision will also be considered, both in terms of a supervision agenda and methods of giving feedback.

Course Objectives: By the end of this course participants will be able to - develop good working relationships; establish an appropriate management system and conduct a productive supervision session.

For further information & fee details please contact:

Carmichael Centre for Voluntary Groups
Carmichael House
North Brunswick Street
Dublin 7
Tel: (01) 8735282
Email: tssinfo@carmichaelcentre.ie
Website: www.carmichaelcentre.ie

DEFUSING ANGER WHEN WORKING WITH YOUNG PEOPLE

Date: Thursday, 4th December 2003
Time: 9.15am – 4.30pm
Venue: Dublin

This is a one-day introductory course for those working with young people in out-of-school settings. It is designed to enable participants to develop the knowledge and skills to manage anger and conflict situations when working with young people.

Course Objectives: The course aims to assist participants to – understand the purpose of anger in human behaviour; identify their own triggers and anger dissipating techniques; recognise the role workers play in defusing anger with young people during difficult situations and begin to develop the skills to manage anger and conflict when working with young people.

Cost: €50 (includes coffee, lunch & course materials).

“TAKING THE LEAP”

ADDRESSING PERSONAL DEVELOPMENT ISSUES FOR YOUNG MEN IN OUT-OF-SCHOOL SETTINGS.

Date: Thursday, 4th December 2003
Time: 10.00am - 5.00pm
Venue: Kilkenny

One-day training course exploring the practical skills required for engaging with young men and a range of strategies for supporting young men in both groups and on

a one-to-one level. The course will identify best practice in working with young men particularly around personal development issues.

Course Objectives: The aims of this course are to – identify the range of skills required to work with young men; develop engagement skills for working with young men and to explore strategies required to address personal development issues with young men.

Cost: €50 (includes coffee, lunch & course materials).

WHAT YOUNG WOMEN WANT! EMPOWERING YOUNG WOMEN TO ADDRESS THEIR OWN HEALTH NEEDS

Date: Wednesday, 3rd December 2003
Time: 10.00am - 5.00pm
Venue: Kilkenny

One-day training course will explore a more holistic approach to addressing the health concerns of young women. It will provide participants with an opportunity to explore what young women want in terms of their health education. It will explore a range of areas where young women seek support and advice in relation to their health and social well-being and it will enable participants to devise strategies for empowering young women to take care of their own health needs.

Course Objectives: The aims of this course are to – identify the range of issues of concern to young women regarding their health; develop a working knowledge of what young women want in terms of health education and to explore strategies for supporting young women to make health decisions regarding their behaviours.

Cost: €50 (includes coffee, lunch & course materials).

DEALING WITH THE BULLY AN ORGANISED APPROACH

Date: Monday, 1st December 2003
Time: 10.00am - 5.00pm
Venue: Ennis

This is a one-day training course addressing the issue of bullying. The course will focus on bullying in its widest sense and enable participants to examine an organisational response to the issue of bullying. **Course**

Objectives: The aims of this course are to – define bullying; discuss the destructive factors of bullying; examine the nature of the relationship between the victim and the bully and to identify strategies for dealing with this issue.

Cost: €50 (includes coffee, lunch & course materials).

For further information please contact:

National Youth Health Programme
3 Montague Street
Dublin 2
Tel: (01) 478 4122
Fax: (01) 478 3974
Email: nyhp@nyci.ie
Website: www.nyci.ie