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1 BACKGROUND AND CONTEXT

Youth Work in Ireland can trace its roots back to interventions by various churches and philanthropic sources in the late 19th century. In its evolution it has been heavily influenced by the development of Youth Work as a practice and a profession in the UK and in more recent years by policy at European level. Ireland has both a statutory basis for Youth Work and a framework for supporting the practice of quality Youth Work. Within the legislation Education and Training Boards have functions in relation to Youth Work and the Department of Children and Youth Affairs oversee youth and children policy.

Youth Work is primarily focused on young people aged 10 to 24 years, although there is also a significant level of activity with the under 10s. Youth Work achieves a range of outcomes for young people, for example, communication skills, confidence and building relationships, through activities combining enjoyment, challenge and learning (DCYA, 2014a).

In practice, this includes volunteer-led youth groups, as well as youth projects with paid workers. The latter category incorporates a wide range of projects, including ones supporting young people considered to be at risk of exclusion, youth information centres, projects supporting voluntary youth activity and general Youth Work services. Youth Work is delivered by both paid staff and volunteers, who play a key role in ensuring that young people have opportunities to be active members of their local communities. Youth Workers support a range of approaches, which allow young people to engage and help ensure that services are responsive to young people's needs and circumstances.

The historical development of Youth Work in Ireland has resulted in its the delivery primarily through voluntary and community organisations and since 2013 the Education and Training Boards have had statutory responsibility for supporting provision, administration, coordination, and assessment of Youth Work.

2 ROLES AND STRUCTURES

Youth Work is defined in legislation in the Youth Work Act 2001 and the ETB Act 2013 and is locally the responsibility of the Education and Training Boards and at national level the Department of Children and Youth Affairs are responsible for policy and strategy.

“Youth Work” means a planned programme of education designed for aiding and enhancing the personal and social development of young persons through their voluntary participation, and which is –

- complementary to their formal, academic or vocational education and training; and
- Provided primarily by voluntary Youth Work organisations (Youth Work Act, 2001, Section 3).

2.1 ROLE OF EDUCATION AND TRAINING BOARDS

Education and Training Boards (ETBs) have a legislative responsibility in relation to Youth Work in Ireland. The These functions of ETBs with regard to Youth Work are to: **support the: provision, coordination, administration and assessment of Youth Work services in its functional area.**

Because of this Education and Training Boards Ireland (ETBI) has recommended that all ETBs would establish a Youth Work Committee (ETBI, 2014). The Waterford Wexford ETB established its Youth Work Committee (YWC) in October 2015.

The Youth Work Committee's role is to make recommendations to the Education and Training Board on the performance of its Youth Work functions. The committee brings together members of the ETB itself, along with youth organisations, other state bodies and young people. (*See A) Terms of Reference for ETB Youth Work Committee, p. 31.*

As part of its role the Youth Work Committee is tasked with the development of a plan for its work and this document lays out the strategic and priority work areas for this plan.

The quality of Youth Work carried out in each ETB area is supported through national quality standards initiatives (DCYA, 2010; DCYA, 2013).

The focus of this Plan is to enable the ETB to support Youth Work as defined in the Youth Work Act 2001.

2.2 ROLE OF DEPARTMENT OF CHILDREN AND YOUTH AFFAIRS

A Memorandum of Understanding (MOU) was agreed early 2017 between the Department of Children and Youth Affairs (DCYA) and Education and Training Boards Ireland (ETBI) (DCYA and ETBI, 2017). This sets out, *inter alia*, the role of DCYA and ETBI. Under the MOU the Department and Boards agree to a partnership approach in the delivery of youth services locally.

The DCYA strategic and operational objectives are informed by the following:

- Better Outcomes, Brighter Futures – The National Policy Framework For Children And Young People, 2014-2020
- National Youth Strategy, 2015 – 2020
- Recommendations of the Value for Money and Policy Review of Youth Programmes, 2014 (VfMPR)
- National Strategy on Children and Young People's Participation in Decision-making, 2015-2020
- National Quality Standards Initiatives (National Quality Standards Framework for the Youth Work Sector / National Quality Standards for Volunteer-led Youth groups).

- Directives and circulars pertaining to public accounts procedures and by needs identified by ETBs locally.
- Guidance and information documents provided by Centre for Effective Services (CES)

In keeping with a partnership approach the ETBs work and the development of the Plan is also guided by these and these documents are outlined in Section 4.3 Key findings of the Literature Review: Policy Context on page 8.

3 VALUES AND PRINCIPLES

In its work and planning the Waterford Wexford ETB Youth Work Committee are committed to the following set of eight principles identified in the *National Youth Work Development Plan (2003-2007)*, (DES, 2003). These principles are:

- Uphold the “voluntary dimension” of Youth Work, in the various senses outlined in Part two of this document and as now defined in law, as an integral part of the tradition of Youth Work and of its distinctive contribution to Irish society.
- Recognise and uphold the right of young people to participate (in age appropriate levels of responsibility) as full partners in the development and delivery of all aspects of Youth Work.
- Promote equality, openness and inclusiveness at all levels and in all areas of Youth Work.
- Acknowledge the vital role played by paid Youth Workers, both in their direct work with young people and their support work with volunteers and organisations.
- Strive to enhance and support professionalism and the highest standards of quality, efficiency and safety (for both young people and adults) among Youth Work providers, including organisations, volunteers and paid staff.
- Learn from, and build on, the many strengths of existing processes, relationships and provision, while also responding flexibly and imaginatively to the changing environment in which Youth Work is practiced.
- Acknowledge the right of communities (both local communities and communities of interest or culture) to active participation and involvement in the development and delivery of Youth Work to meet the needs of their young people.
- Promote learning by young people through Youth Work, having regard to, and in a manner complementary with, learning undertaken in formal education settings. (p.17).

The above principles continue to have relevance in the context of the ETB Youth Work Plan and need to be taken in conjunction with the seven proximal outcomes identified by DCYA, which are:

- **Communication skills** are essential for a successful transition to work or training, for independence, and to access a range of life opportunities, to attainment, in forming positive relationships and in reductions in re-offending.
- **Confidence and agency** enables young people to recognise that they can make a difference to their own lives and that effort has a purpose, is important to key outcomes such as career success. There is evidence of a link between positive outcomes and self-confidence.

- **Planning and problem-solving**, alongside resilience, provides young people with a ‘positive protective armour’ against negative outcomes associated with risky life events. Problem solving has also been shown to be associated with the ability to cope with stresses in life.
- **Relationships** are an effective mechanism for getting young people involved in positive activities through valued personal relationships with peers, adults or siblings. A beneficial change in young people’s relationships with other adults through their participation in positive activities can be transferred to academic learning and may lead to better outcomes.
- **Creativity and imagination** is related to resilience and well-being. Creativity can have a positive impact on both self-esteem and overall achievement.
- **Resilience and determination** – If society intervenes early enough, it can improve cognitive and socio-emotional abilities and the health of disadvantaged children. Effective early interventions can promote schooling, reduce crime, foster workforce productivity and reduce teenage pregnancy. **Self-discipline** has been highlighted as a vital factor in building academic achievement, significantly better than IQ.
- **Emotional intelligence** is associated with the ability to manage feelings by knowing one’s own emotions, as well as recognising and understanding other people’s emotions. This is vital in managing relationships (e.g. managing the emotions of others) (Centre for Effective Services, 2013)

Along with the Proximal Outcomes (mechanisms) the ETB Youth Work Plan also embraces the vision as set out in *Better Outcomes Brighter Futures*:

“Our vision is to make Ireland the best small country in the world in which to grow up and raise a family, and where the rights of all children and young people are respected, protected and fulfilled; where their voices are heard and where they are supported to realise their maximum potential now and in the future” (DCYA, 2014b, p.22).

4 PREPARATION OF PLAN

4.1 INTRODUCTION

The development of a Plan is set out as part of the Terms of Reference for the ETB Youth Work Committees (Appendix A). The Plan is intended to put in place a framework for the ETB to fulfil its statutory functions as laid down in the ETB Act 2013.

To develop the Plan, the WWETB Youth Work Committee decided to:

1. Use existing document produced by other local structures that had been developed following wide spread consultation and research into the area of community, family, children and youth
2. Conduct an initial review of a number of local and national documents (which was undertaken by the Youth Work Committee in 2016).
3. Commission two pieces of work to inform the development of the Plan. These were firstly to consult with the key Youth Work providers and secondly to review the documents referenced at 1 and 2 above along with relevant national documentation.
4. Ensure the Plan focuses on adding value to the development of Youth Work in the area and supported existing and potential providers in the NGO sector.

The Committee were also aware of the need to acknowledge the existing and on-going work of oversight and administration operated by the ETB Youth Affairs section and remain cognisant of this in the implementation of this Plan.

As stated earlier it had previously was agreed to use the pre-existing CYPSC and LCDC Plans as a starting part to identify needs of young people in the area. The rationale was to make effective and efficient use of the work already undertaken in engaging with communities and young people that that already been consulted about their needs and to create an embedded link between the Plan of the Youth Work Committee and the other local structures.

4.2 KEY FINDING OF CONSULTATIONS WITH KEY STAKEHOLDERS

A consultation process took place with the key stakeholders in the Youth Work field and associated services in the Education and Training Board. The key finding of the consultations report were:

“Throughout the consultation process it was evident that Youth Work providers positively acknowledge the current role of the WWETB in supporting the work of their organisations. There is also an acknowledgement of the capacity and strength within the sector, not least in their ability to survive recent austerity measures – however, all respondents advocate the need for a return, at least, to pre-2008 levels of funding. They view the WWETB as a structure which can advocate on their behalf for additional

resourcing of projects and programmes and champion the role of Youth Work as a means of supporting young people within a variety of settings and stages within their young and young adult lives.

There is a genuine hope that the developing role of the WWETB will result in the ‘pulling together of the sector’; ‘an opportunity to lead the sector’ and the ‘possibility for the development of a practical, sustainable and inclusive strategy for Youth Work across the two counties’.

Providers state the need for the development of an overall youth strategy for the area, one which explores the balance of universal and targeted responses – possibly incorporating frameworks such as the Hardiker model and one which also takes in to account the differing needs within rural and urban communities.

The role of the WWETB in supporting best practice, governance, NQSF, providing quality training and supports to practitioners and supporting opportunities for the sharing of information and models of working was identified across all respondents. Providers want to work together and partner in collaborative endeavours; they want opportunities to network and share learning as well as input in to the development of a regional plan which supports the roll out of responses and Youth Work interventions equitably across the two counties” (Kielthy, 2017).

4.3 KEY FINDINGS OF THE LITERATURE REVIEW: POLICY CONTEXT

Youth Work and the work of the ETB in relation to Youth Work takes places within the context of national policy and local structures and plans.

4.3.1 NATIONAL POLICY

The main parameters of national policy are set out in section 3: Values and principles: p.5.

Over the last number of years, the policy context for the provision of Youth Work has changed and developed dynamically. In the review of the literature for this plan the author noted;

“In light of this ‘cross-agency planning and joined up responses to young people’s needs’ is essential as well as the sector re-establishing its identity and commitment to a model of Youth Work. The WWETB Youth Work Committee has a pivotal role to play in this

In recent years, there has been a shift towards issue-specific targeted interventions aimed at ‘at-risk’ or ‘socially excluded’ groups with a focus on employability and evidence-based Youth Work. This is being primarily fuelled by funding availability and requirements.

Evidence based Youth Work requires services to demonstrate value for money resulting in a move away from soft skills i.e. communication skills, personal development, self-esteem, critical thinking and other skills that are more difficult to monitor (Furlong, 2017),

4.3.1.1 NATIONAL YOUTH STRATEGY

The *National Youth Strategy, 2015-2020* sets out Government’s aims and objectives in relation to each of the five BOBF national outcomes areas, namely: (p.3).

1. Active and healthy, physical and mental well-being	
Objective 1	Young people enjoy a healthy lifestyle, in particular with regard to their physical, mental and sexual health and well-being.
Objective 2	Young people benefit from involvement in recreational and cultural opportunities including Youth Work, arts, and sports.
2. Achieving full potential in all areas of learning and development	
Objective 3	Young people’s core skills, competencies and attributes are enhanced and promoted through accessible, responsive, formal and non-formal education and learning opportunities.
Objective 4	Young people benefit from strengthened transition supports at all levels as they move through the education system.
3. Safe and protected from harm	
Objective 5	Young people, and in particular vulnerable and marginalised young people, are supported to feel safe at home, in school, in their communities and online, and are empowered to speak out when feeling unsafe or vulnerable.
Objective 6	Young people have safe places and spaces where they can socialise and develop.
4. Economic security and opportunity	
Objective 7	Young people are better able to participate in the labour market through enhanced employability skills that complement formal learning and training qualifications and entrepreneurship opportunities.
Objective 8	Young people are a particular focus in policies that address social inclusion and poverty.
5. Connected, respected and contributing to their world	
Objective 9	Young people are included in society, are environmentally aware, their equality and rights are upheld, their diversity celebrated, and they are empowered to be active global citizens.

Objective 10 Young people’s autonomy is supported, their active citizenship fostered, and their voice strengthened through political, social and civic engagement.

The *National Youth Strategy* subscribes to the following principles which are central to its implementation: (DCYA, 2015b, p.iv).

Table 4: Principles in National Youth Strategy

Young people and those who support them:

- Young people are valued, and recognised as integral to society.
- Young people are acknowledged as key drivers in achieving their cognitive, emotional, social, economic and cultural development.
- Parents, families, other significant adults and communities are recognised as playing a critical role in the development and progression of young people.

Professionals and volunteers working with young people:

- Professionals and volunteers who work with young people are respected, valued and appropriately supported in their work.
- Those providing services for young people act in the best interests of young people, and respect and uphold young people’s rights.

Policies and practices:

- An equality perspective is integrated into all policy and practice.

Service development and delivery:

- Government and other stakeholders work collaboratively, with vertical and horizontal communication and cooperation, to achieve more effective services and supports for young people.
- Services for young people are open, accessible, resourced and provide additional support in response to particular needs.
- Services for young people are quality assured, outcomes focused and informed by evidence.

4.3.1.2 YOUTH PARTICIPATION STRATEGY

The goal of the National Strategy on Children and Young People’s Participation in Decision making is to ensure that children and young people have a voice in their individual collective

everyday lives. It focuses on the everyday lives of children and young people and the spaces and places where they are entitled to have a voice in decisions that affect their lives.

Accordingly, the strategy identifies the following objectives and priority areas for action:

1. Children and young people will have a voice in decisions made in their local communities.
2. Children and young people will have a voice in decision-making in early education, schools and the wider formal and non-formal education systems.
3. Children and young people will have a voice in decisions that affect their health and well-being, including on the health and social services delivered to them.
4. Children and young people will have a voice in the Courts and legal system.

The strategy contains a series of additional objectives, which include:

1. . Promoting effective leadership to champion and promote participation of children and young people.
2. . Development of education and training for professionals working with and on behalf of children and young people.
3. Mainstreaming the participation of children and young people in the development of policy, legislation and research

Underlying all objectives in this strategy are the following key fundamentals:

- Recognition that children and young people have a right to participate in decisions that affect their lives;
- ensuring the protection and welfare of children and young people in accordance with Children First: National Guidance for the Protection and Welfare of Children⁴;
- improving and establishing mechanisms to ensure the participation of seldom-heard and vulnerable children and young people in decision-making;
- Collection of data, monitoring and evaluation of children and young people's participation initiatives.

4.3.1.3 VALUE FOR MONEY AND POLICY REVIEW OF YOUTH PROGRAMMES

The Value for Money and Policy Review of Youth Programmes (VfMPR) (DCYA, 2014a) involved an in-depth scrutiny of three major funding programmes that target disadvantaged young people and are administered by the DCYA. The three schemes that were the subject of the VfMPR are: Special Projects for Youth (SPY), Young People's Facilities and Services Fund 1 and 2 and Local Drugs Task Force Projects.

The review makes recommendations for the future operation of the schemes and in relation to their future development to ensure effective, value for money services that are designed to secure the best outcomes for young people. It recommends that one targeted scheme should replace the existing three schemes and that this new scheme should be based on evidence of what works and clear objectives to be achieved for young people.

As part of the VfMPR, a focused literature review was commissioned, which identifies seven *potent mechanisms*, or outcomes, that have relevance to DCYA policy objectives. The review states that:

“In short, these attributes should help young people to be more employable, less likely to engage in problematic drug-taking or alcohol misuse, and less likely to drop out of school and/ or engage in anti-social behaviour” (p.115).

- The document outlines the most potent mechanisms (outcomes) are: ***Communication skills, Planning and problem-solving, Relationships, Creativity and imagination, Resilience and determination and Emotional intelligence.***

The implementation of the recommendations of the VfMPR has been identified by DCYA and ETBI as a priority area of work in their current MOU (DCYA and ETBI, 2016).

4.3.1.4 QUALITY STANDARDS INITIATIVES

The DCYA is responsible for facilitating the implementation of Quality Standards Initiatives within the youth sector – the National Quality Standards Framework for Youth Work (NQSFW) and National Quality Standards for Volunteer-led Youth groups (NQSFWLYG).

According to the DCYA (2010), the NQSFW is primarily a support and developmental tool for Youth Work organisations. It enables organisations to assess service provision and to identify areas for development. There is also an external assessment function, carried out by the ETB, which serves to validate the self-assessment process. Services partaking in the NQSFW process are expected to commit to a process of continuous improvement, through engagement in the standards. Projects funded through the following DCYA funding lines are required to participate in the NQSFW are: ***Special Projects for Youth, Youth Information Centres and Young People’s Facilities and Services Fund.***

Standards for volunteer-led youth groups (NQSFWLYG) were introduced by the DCYA in 2013, with the aim being “to help to improve the quality of programmes and activities for young people and the way in which they are provided”. (DCYA, 2013, p.v). Through the standards, young people are encouraged and supported to be centrally involved in aspects of their youth group, in areas such as planning, design and delivery of activities.

National youth organisations have a role in supporting their affiliated youth groups to attain the standards. For non-affiliated youth groups, it is the role of ETBs to support the implementation of the standards. ETBs also provide advice and support in relation to the standards for personnel of national youth organisations where required.

4.3.2 LOCAL DOCUMENTATION

Local documentation was also examined to identify areas where a Youth Work response could be used to meet the needs of young people. Documents examined were the two CYPSC plans and the two; LCDC in Waterford and Wexford.

4.3.2.1 CHILDREN AND YOUNG PEOPLE’S PLAN 2016 – 2018

There is already an established relationship between WWETB and both Wexford and Waterford CYPSCs through reciprocal representation on both structures and by involvement of personnel on working groups. Areas where a Youth Work response could be used were:

- Rural youth needs
- Development of dedicated youth facilities
- Creating linkages between communities and statutory services

The key geographical area for development of children, youth and family services were identified as West Waterford and in Wexford Riverchapel and Bridgestown..

4.3.3 LOCAL COMMUNITY DEVELOPMENT COMMITTEES (LCDC)

The LCDCs were established under the Local Government Reform Act 2014 to put into effect commitments made in *Putting People First: Action Programme for Effective Local Government* (Government of Ireland, 2012).

The LCDCs manage the Social Inclusion and Community Activation Programme (SICAP) is a national programme which aims to tackle poverty and social exclusion through local engagement and partnership between disadvantaged individuals, community organisations and public sector agencies.

The LCDC also manage the **LEADER** Programme. The **LEADER** programme which creates Links between actions for the community development and the development of the rural economy. It has identified key objectives with focus on *Economic Development, Social Inclusion* and *Rural Environment*.

These objectives reflect the key challenges facing rural areas with regard to economic recovery, employment creation and tackling social exclusion at local level. A key action of the LEADER programme is *rural youth*.

The LCDCs and the local authorities are activity engaging with a number of statutory and NGOs in delivering on the various elements of the plans. They have cooperated with Youth Work agencies around areas such as suicide prevention and have been supportive of community and voluntary agencies in developing community facilities including those for youth services.

4.3.4 EUROPEAN POLICY CONTEXT

In terms of national and international policy provisions, there have been significant developments in the Youth Work sector at European level which have informed and influenced policy development in Ireland. For example, the European Youth Strategy, 2010-2018, along with the 2008 Council of Europe's Youth Policy Agenda 2020, had an influence on Ireland's *Better Outcomes Brighter Futures* policy document. Other relevant policy developments at European level include:

- EU Strategy for Youth – Investing and Empowering: A renewed open method for coordination to address youth challenges and opportunities
- UN Convention on the Rights of the Child (UNCRC).
- Council of Europe Youth Policy Agenda 2020 (2008)
- Europe 2020 Strategy

At European level Youth Work is seen as being central to the enhancement of a strong civil society and also as key to engaging with young people not in education, employment or training (NEETS).

4.3.5 SUMMARY

The key areas for development with the local CYCPSCs and the LCDCs are around the development of local services hubs and the provision of dedicated youth facilities.

4.4 HEADLINE SOCIO-DEMOGRAPHIC PROFILE

At the time of the development of this Plan the CSO are currently releasing data from the 2016 Census and as such some of the statistics are related to the 2011 Census.

4.4.1 DEMOGRAPHIC PROFILE OF YOUNG PEOPLE

In 2016, the youth population of the ETB area is in line with the national figures and breaks down as follows:

	total 5-24	total 10-19	total 10-24
state	26.3%	13.1%	18.8%
wexford	26.4%	13.8%	18.6%
Waterford City & County	26.5%	13.7%	18.9%

FIGURE 1: YOUTH POPULATION IN WWETB AREA

4.4.2 LOCATION

In 2016, just over two out of five young people (40.9%) between 10 and 19 years of age lived in rural areas (Government of Ireland, 2017).

4.4.3 POBAL HP DEPRIVATION INDICES

The Pobal HP Index deprivation scores indicate that Wexford in 2011 was 5.14 which was marginally below the average and in 2016 it was 4.81 which was also marginally below the average. In Waterford the Pobal HP Index deprivation scores in 2011 was -2.494 which was marginally below average. In 2016 it was -2.35 which was again marginally below average.

Of the 253 Electoral Divisions (ED) the 50 with the highest deprivation scores are distributed as: nineteen (19) in Waterford city, five (7) in Waterford County and twenty-four (24) in Wexford. The most deprived areas are given in Appendix B) *EDs with highest levels of deprivation p. 33.*

4.4.4 CULTURAL AND ETHNIC BACKGROUND

The number of Travellers in Wexford county has remained almost static i.e. an increase of seven (0.005%) between 2011 and 2016 but in Waterford the increase in the Traveller population over the same period is 106 (25.8%). While the age breakdown is not currently available previous data and anecdotal evidence would indicate that those living in the county area of Waterford are younger than those living in

In terms of ethnic or cultural profiles local statistics are currently not available but at national level figures show that while the population of *White Irish* has increased by 0.8% to 82% there have been larger increases in other communities. Those describing themselves as *White Irish Traveller* has increased by 5.1% and those in the *Black or Black Irish* category has increased by 6.4%. The largest increase has been in the Asian community with an increase of 9.1% in *Asian or Asian Irish – Chinese* and more than double that (18.6%) in the *Asian or Asian Irish - any other Asian background*.

If these figures continue to local level, then those providing Youth Work will need to take account of this. Of interest may be the number of those under the “mixed background” as this may indicate a level of Irish/non-Irish unions.

4.4.5 UNEMPLOYMENT AMONG YOUNG PEOPLE

In September 2017 there were a total of 2,367 young people under 25 years of age on the Department of Social Protection Live Register at the 7 local offices in the WWETB area. The highest areas of youth unemployment are: Waterford city (875), Wexford town (412) and Enniscorthy (406). The rate of employment nationally was 6.1% down from 7.5% in September 2016. The youth unemployment rate in September 2017 was 14.8% down from previous September when it was at 15.3%.

4.4.6 YOUNG PEOPLE AND MENTAL HEALTH

Wexford is within the national range for many health indicators, except for suicide. The National Office for Suicide Prevention (NOSP) in their Annual Report 2014, provide three year moving averages for suicide rates since 2004, which show that Wexford consistently has a higher rate than the national average (NOSP, 2015). Also of concern are the self-harm rates in Co. Wexford. In terms of presentations of self-harm to hospitals, Wexford ranked in the top 30-40% of self-harming rates nationally for men and women. In the consultation for the CYPSC plan in Wexford the Comhairle ns nOg members identified mental health as a priority area.

Mental Health of young people was also identified by the Waterford CYPSC as a key issue with for instance the Probation services reporting an increase in “those presenting with serious mental health, addiction & anger management issues” (Waterford CYPSC, 2015). The report went on to say that many services providers “outlined how they are seeing increasing numbers of children and young people presenting with emotional and early stage mental health difficulties, anxiety, substance misuse because of emotional problems, bullying and suicide ideation” (CYPSC, 2015, p.29)

4.4.7 LGBTI

Wexford CYPSC has identified LGBTI young people as a group that often experiences social exclusion. Although frequently grouped together – lesbian, gay, bisexual, transgender and intersex young people have very different needs. The common denominator for all groups is that they experience barriers to accessing effective health services. In addition, LGBTI people have been identified by the HSE and NOSP as a specific group for whom suicide is an increased (Wexford CYPSC, 2016, p.43). “The Rainbow Report” which was commissioned by the HSE

Social Inclusion Unit in 2015, aimed to better understand the experience of LGBTI people in relation to the health services in the region (Crowley, 2015).

In Waterford and Wexford the local youth services have a project specially designed to meet the needs for LGBTI young people. The project caters for 14-21 and it provides a safe supportive community where LGBT young people are accepted and appreciated for who they are.

4.4.8 SUBSTANCE MISUSE

The HSE Substance Misuse Data Report 2013 states that in Waterford, that young people (under 25 years of age) who receive treatment for substance misuse was 26% of the total treated. Almost three quarters (70%) were male and over half (51%) was for alcohol misuse.

The figures for Wexford are similar with young people making up 23% of the total and two thirds (66%) were male.

4.4.9 CHILD WELFARE AND PROTECTION

The number of children protection/welfare cases in Waterford in 2011 was 1,359 representing a rate per 1000 in the Waterford Local Health Office area of 42.9%. The corresponding rate per 1000 in the HSE South Region was 30.4% and 27.5% nationally. In 2011 also, the number of children in the care of the HSE in Waterford was 236, a rate of 7.4 per 1000 children. The corresponding rate per 1000 for the HSE South Region was 6.4 (Number of Referrals to Social Work (Waterford, CYPSC, 2015).

TUSLA state the number of child protection referrals to the Social Work Department in Wexford in 2015 was 1609. Children in care in Wexford in 2015 was 202

4.4.10 YOUNG PEOPLE AND OFFENCES

In Waterford in 2011, there were 490 children aged 10-17 referred to the Garda Juvenile Diversion Programme. This represents a rate of 2.1 per 1000. In Wexford, Referrals to Garda Juvenile Diversion Programme in 2014 was 365. The age group for this programme is 10- 17 years referred and the rate per 1000 for the Garda South East Region was 2 per 1000.

Referrals of young people between ages 14-22 to the Probation Services in Waterford in 2014 was 98. In Wexford the number of young people aged under 25 years referred to the Probation Service in 2015 was 64.

4.4.11 EDUCATION

In Waterford “Of those aged 15 years or over whose full-time education has ceased, 15.5% were educated to at most primary level; a further 54.6% attained second level while 25.4% were educated to third level. 23.4% left school aged 16 or younger. In Waterford, 20.9% had a third level degree or higher compared to 24.6% for the State. Possession of a third level education is an indicator of labour force quality. y. 15.5% of residents have no formal education or only primary education, while a further 18.9% have only achieved a lower secondary level of education (Waterford LCDC, 2015).

Wexford has very high rates of early school leavers with 18.5% of those who have completed their education with No Formal/Primary education and 20.7% with a Lower Secondary education. These rates are well above the State averages of 15.2% and 16.6% respectively. In contrast, Wexford has the third lowest rate of third level education in the country with only 20.9% of those who have completed education with third level qualifications. This is well below the State average of 29.1%. The lack of 3rd level institutions in the county is also a key educational weakness. While nearby institutions such as Waterford and Carlow IT can cater for commuting students and the Carlow IT Outreach in St Peter's College Wexford Town offers local opportunities, the lack of local options results in the loss of a significant proportion of the young adult population (18-24) in the county. (Wexford LCDC, 2015)

4.4.12 YOUNG PEOPLE WITH DISABILITIES

In 2011 there were 2,347 children and young people under 25 with a disability in Waterford. This represents 6.1% of the total youth population under 25. (LCDC, 2015). In Wexford in 2015, there were 2,502 children and young people under 25 with a disability. This is of 5.0% the total population under 25 (Wexford CYPSC, 2015). The national percentage of children and young people with a disability is 5.8% (Wexford CYPSC, 2015).

4.4.13 SUMMARY

The Youth Work Plan acknowledges the outcomes identified in the review of national and local documentation and needs to progress relevant actions in line with these in conjunction with other key stakeholders.

As different professions would have their own way of working it would be important to link to existing TUSLA structures and using an approach that encourages collaboration with other key stakeholders.

The focus of interventions by WWETB will be to provide support where Youth Work responses can complement other interventions such as formal education, social work, social care to needs of young people. The key to this working successfully is for there to be agreed Youth Work responses to meet some of the identified outcomes. The delivery of the actions could be based on a model where each discipline has a role to play but that the ETB would support the Youth Work response.

The areas that the Youth Work sector are responding to will be to work in urban and rural areas with young people at universal and targeted level and with targeted interventions to combat social exclusion.

4.5 EXISTING YOUTH WORK PROVISION

This section provides an overview of the main Youth Work and related activities that are currently in place in the ETB's functional area.

4.5.1 SUMMARY OF FUNDING

In 2015 over €4million was given to funding Youth Work organisations in the Waterford and Wexford Education and Training Board area (Waterford and Wexford Education and Training Board, 2016).

4.5.1.1 SOURCES

The sources of funding was primarily the DCYA who contribute just over two thirds (66.7%) of the total amount. The DCYA and Department of Justice and Equality provide funding (22%) for Garda Youth Diversion Project (GYDP) and the Department of Health through the Regional Drugs Task Force and the HSE fund a variety of health-related projects (11.3%).

funding source		
Dept Children & Youth	66.7%	€2,684,112
Dept Children & Youth and Dept of Justice	22.0%	€884,202
Dept of Health	11.3%	€455,915
total		€4,024,229

FIGURE 2; SOURCES OF FUNDING BY GOVERNMENT DEPARTMENT

4.5.1.2 FUNDING BY LOCATION

In 2015, funding for Youth Work was distributed by location as well as funding stream. This is broken down in the table below where it is shown that over half (55.3%) of the funding goes to the old Waterford city Borough area, 14.7% goes to Waterford county and just over a quarter (26%) goes to Wexford county. Smaller amount are divided across the city and county of Waterford and across the counties of Waterford and Wexford.

Funds by area	per cent	amount
City Waterford	55.3%	€2,226,293
Co. Waterford	14.7%	€591,313
City and County Waterford	2.6%	€104,362
Counties Wexford and waterford	1.4%	€55,002
Co. Wexford	26.0%	€1,047,259
total		€4,024,229

FIGURE 3; FUNDING BY LOCATIONS IN ETB AREA

4.5.2 YOUTH WORK PROVISION

The provision of Youth Work services can be broken down into two main areas– staff-led provision and volunteer-led provision.

4.5.2.1 STAFFED PROJECTS

The staff led projects by and large deal with targeted young people (level 2 and 3: Hardiker model) or are mix of targeted and universal services (level 1 and 2 Hardikar model). The volunteer led clubs are focused on the provision of universal services (level 1: Hardikar model). There are 16 Special Projects for Youth (SPY), 13 projects funded through the Young People's Facilities and Services fund and three Youth Information services all funded by DCYA (Youth Affairs Unit). In addition, there are eight Garda Youth Diversion Projects through the Irish Youth Justice Service (DCYA) and five projects based in voluntary youth organisations funded through the Regional Drugs and Alcohol Task Force and HSE.

4.5.2.2 VOLUNTEER LED GROUPS

There are currently approximately 140 volunteer-led Youth Work activities in the ETB area. Thirty-one (31) groups are based in Waterford city, twenty-six (26) in Waterford county and Fifty-two (52) Wexford county.

4.5.2.3 SUMMARY

Young people in the Waterford Wexford ETB area are well serviced by the main voluntary Youth Work organisations (i.e. Catholic Guides of Ireland, Foroige, Irish Girl Guides, Macra na Feirime No Name Scouting Ireland, and Youth Work Ireland {FDYS and WSTCYS}) who support a wide variety of youth clubs and groups throughout the area.

The larger national organisations, Foroige and Youth Work Ireland also manage most of the staffed projects and there are a number of independent managed projects in the city one in New Ross.

The staffed project and the level of funding in the area has historically been in the city of Waterford. The majority of volunteer led clubs are located in Wexford county.

5 IDENTIFICATION OF WORK AREA

Based on the findings from the consultation, literature review and socio-economic profile carried out in the preparation of the Plan and presented in previous sections a list of strategies, priorities and actions were developed. These findings are considered in the context of the policy, the statutory Youth Work role of the ETB and the range of existing service provision.

The strategies, priorities and actions were based on bringing together a number of existing data sources and linking them to the commissioned work



FIGURE 4: Process of Needs Identification

5.1.1 ETB WYC STRATEGIC INTENT

While the development of actions and outcomes is important in any plan the statement of the overall strategic intent is key to developing of these actions and outcomes. This section of the plan lays down the of key priorities and actions the work of the Youth Work Committee and the Education and Training Board Youth Affairs section.

It is also important to recall that all WWETB Youth Work Committee actions need to be viewed against a backdrop of the functions outlined in the Education and Training Board Act 2013 and against the Strategic Intents outlined below. As already stated the functions of The ETBs are laid down in the ETB Act 2013. They are restated here to create a clear link between the actions and outcomes listed later in this section and these functions. The ETB is not in itself a Youth Work provider, but its role is to support those providing Youth Work. The Act states that the role is to:

- Support the provision, coordination, administration and assessment of Youth Work services in its functional area and provide such information as may be requested by the Minister for Children and Youth Affairs in relation to such support; and

Assess whether the manner in which it performs its functions is economical, efficient and effective. (ETB Act 2013, Section 10(1)(j,k)).

Based on the material laid out above the Youth Work Committee's Strategic Intents are to:

- 1 Provide oversight and quality assurance for the provision of Youth Work service**
- 2 Add value to the work being undertaken by those engaged in Youth Work as defined in the ETB Act 2013 and the Youth Work Act 2001.**
- 3 Support voluntary and NGOs to provide Youth Work service**
- 4 Assist in the creation of linkages between other ETB services and programmes to help resource the provision of Youth Work services**
- 5 Assist in the creation of linkages between statutory services/Government departments and programmes to help resource the provision of Youth Work services**
- 6 Develop both intellectual and physical resources and infrastructure for the Youth Work sector**
- 7 Endeavour to have adequate resources within the ETB Youth Affairs section and related support services to enable the fulfilling of oversight responsibilities and the implementation of the Youth Work Committee Plan**
- 8 Support and monitor best practice at in all levels of Youth Work i.e. in staffed and volunteer led settings and at universal and targeted level**
- 9 Promote where appropriate awareness of good practice in child protection and in governance**

5.1.2 ACTIONS AND OUTCOMES

These actions form a core body of work in relation to the ETB’s Youth Work functions and are set out in the table below.

ETB FUNCTION SUPPORTING THE *PROVISION* OF YOUTH WORK

UNDERPINNING ACTIONS	LOCAL OUTCOMES	NATIONAL OUTCOMES ¹
Training		
To provide Youth Worker training that: 1. adds value to the work of the Youth Work organisations locally, regional and nationally 2. offers progression paths to participants to appropriate levels including QQI certification and to professional qualifications	Youth Work practice is of a high standard and participation in the QSF is enhanced	Young people are achieving their full potential in all areas of learning and development Young people are safe and protected from harm Young people are connected, respected and contributing to their world Young people are active and healthy, with positive physical and mental wellbeing
Development of new services		
To explicit opportunities to develop Youth Work provision and support the provision of other services in the areas of highest need where limited services currently exist (e.g. Bunclody, Bridgetown, Riverchapel and West Waterford)	A holistic serve is available and accessible to young people	Young people are achieving their full potential in all areas of learning and development Young people are safe and protected from harm Young people have economic security and opportunity Young people are connected, respected and contributing to their world
Enhancement of existing services		
To seek enhanced funding for existing services that are currently in need of augmented funding	To equalise provision in the area	Young people are active and healthy, with positive physical and mental wellbeing

¹ *Better Outcomes, Brighter Futures: The National Policy Framework for Children & Young People (2014-2020)*

UNDERPINNING ACTIONS	LOCAL OUTCOMES	NATIONAL OUTCOMES ¹
and ensure the maintenance of quality services (i.e. Dungarvan, Enniscorthy/Coolcotts, Woodstown)		Young people are achieving their full potential in all areas of learning and development Young people are safe and protected from harm
Support new initiatives		Young people have economic security and opportunity
Identify and support the provision of new VfMPR in the area	To increase the resource available for the provision of Youth Work projects in the area.	Young people are connected, respected and contributing to their world
To support the existing youth organisations and projects in moving to the new DCYA funding methods and procedures	Support the existing youth organisations and projects in moving to the new DCYA funding methods and procedures	Young people are achieving their full potential in all areas of learning and development
Enhancing practice		Young people have economic security and opportunity
To facilitate and organise YWC meetings to focus on of policy, strategy, major issues, best practice, innovation, etc	To focus the work of the ETB as per its statutory functions and to anchor Youth Work as a non-formal education process	Young people are achieving their full potential in all areas of learning and development Young people are safe and protected from harm
To provide a biannual Knowledge Exchange Forum for frontline volunteer and paid Youth Worker to share good practice	To support good practice and peer support To improve upskill Youth Workers and improve the process of the QSF	Young people are achieving their full potential in all areas of learning and development Young people are safe and protected from harm

ETB FUNCTION: SUPPORTING THE *COORDINATION* OF YOUTH WORK

UNDERPINNING ACTIONS	LOCAL OUTCOMES	NATIONAL OUTCOMES*
Linking formal and non-formal education		
To develop a model of good practice that links formal education (schools, etc.) and non-formal education (Youth Work) to ensure a holistic approach to the development of young people.	To enable Youth Work providers to “complement” the formal education system	Young people have economic security and opportunity
To facilitate increased links and contact between Youth Work providers and other ETB programmes and services in particular community services	To maximise the impact of Youth Work on the quality of ETB learners and maximise the resources available for Youth Work	Young people are active and healthy, with positive physical and mental wellbeing Young people are achieving their full potential in all areas of learning and development Young people are safe and protected from harm
Linking needs and resources		
To undertake a comprehensive youth needs profile	To safeguard and increase the Youth Work funding for the area	Young people have economic security and opportunity
To review and plan based on the profile above a structure for integrated provision of Youth Work services in Waterford and Wexford and enable maximise benefit to young people of the existing and new resource in the area		Young people are connected, respected and contributing to their world Young people are safe and protected from harm
Inter-agency work		
To participate in the CYPSCs in Waterford and Wexford and where appropriate to support the work of their sub structures	To be proactive in the development of inter-agency approaches to improve the quality of interventions in the lives of young people	
To participate in steering groups of Comhairle na nOg and youth initiatives where appropriate		Young people are achieving their full potential in all areas of learning and development

ETB FUNCTION: SUPPORTING THE *ADMINISTRATION* OF YOUTH WORK

UNDERPINNING ACTIONS	LOCAL OUTCOMES	NATIONAL OUTCOMES*
Grant management		
To operate a single local grant scheme for volunteer led groups in the area	To ensure consistency of resourcing of local volunteer led groups	Young people are active and healthy, with positive physical and mental wellbeing
To manage and administer DCYA funds for projects in a timely and efficient manner.	Support the youth organisations involved to maintain high standards of governance and assist the ETB in its oversight functions.	Young people are achieving their full potential in all areas of learning and development
		Young people are safe and protected from harm Young people are connected, respected and contributing to their world

ETB FUNCTION: SUPPORTING THE *ASSESSMENT* OF YOUTH WORK

UNDERPINNING ACTIONS	LOCAL OUTCOMES	NATIONAL OUTCOMES*
Development intellectual capacity		
To provide a forum for exploring using Human Rights and Equality as a core function of Youth Work practice	To create a culture of peer support across Youth Work organisations	Young people are active and healthy, with positive physical and mental wellbeing
To support the implementation of evidence based, outcome focused practice in a Youth Work context	To create a rights based approach to work with minority communities	Young people are achieving their full potential in all areas of learning and development
To implement the DCYA Standards Initiatives and use them to promote good practice	To ensure a high standard of practice in the area	Young people are safe and protected from harm
To engage with project managers where multiply projects operate together to share the learning from the DCYA Standards Initiatives		Young people are connected, respected and contributing to their world

ADDITIONAL SUPPORTING ACTIONS

Action	Outcome
1. To support the implementation of evidence based effectiveness	Youth Workers and agencies are equipped to operate in a way that ensures best outcomes for young people and
2. To enhance opportunities for mobility of practitioners and volunteers in terms of competence development	Youth Worker have a wider perspective on Youth Work practice including at international level
3. To develop an award to volunteers to acknowledge the value of their work	Public recognition of the work of individuals
4. To explore issues around transport for youth groups	Reduce costs to Youth Groups Equality of access
5. To support and promote the provision of dedicated Youth Work facilities in areas where they do not currently exist	Resources exist to provide quality Youth Work practice

6 IMPLEMENTATION AND MONITORING

In line with its terms of reference, the ETB Youth Work Committee will make recommendations to the ETB on the performance of its statutory Youth Work functions, including in relation to the implementation of the ETB Youth Work Plan.

Certain actions in the plan are executive functions of the ETB and will therefore be monitored in the normal course of the ETB's business. Other actions have been identified as ones which are collaborative in nature, requiring input and work with identified organisations and agencies.

To complement the executive role that the ETB has in relation to its Youth Work functions, the following measures will be put in place to monitor the implementation of the ETB Youth Work Plan:

- The plan will be considered as a standing agenda item at ETB Youth Work Committee meetings.
- The regular meetings between Youth Officers and the ETB line manager will review the Plan at an operational and strategic level to take cognisance of emerging local and national developments.
- The ETB Youth affairs section in conjunction with the ETB Youth Work Committee, will conduct an annual review to identify developments and progress, including the ETB's contribution to national policy objectives.
- An annual review report will be prepared to outline progress and to indicate the ETB's contribution to national policy objectives.

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APPENDICES

A) TERMS OF REFERENCE FOR ETB YOUTH WORK COMMITTEE

A Youth Work Committee will be established by the Education & Training Board in accordance with Section 44 of the Education & Training Board Act 2013 to carry out its legislative functions therein.

Remit:

- A. Make recommendations to the Education and Training Board on the performance of its functions under the ETB Act, Section 10:
- (i) Support the provision, co-ordination, administration and assessment of Youth Work services in its functional area and provide such information as may be requested by the Minister in relation to such support;
 - and*
 - (j) Assess the manner in which it performs its functions is economical, efficient and effective.
- B. Advise the Education and Training Board on any matter on which the Education and Training Board requests advice in relation to Youth Work.
- C. Advise the Youth Officer on matters regarding Youth Work in the ETB area.
- D. Provide a forum for Youth Work organisations operating in the ETB area together with key stakeholders to discuss the provision of Youth Work programmes and services in the area.
- E. Receive updates on the Youth Work Audit on an annual basis.
- F. Provide direction on the preparation of a Youth Work Plan.
- G. Ensure that the Local Youth Club Grant Scheme or any other such schemes are administered according to the Department of Children and Youth Affairs guidelines and time frame.
- H. Receive an annual update on the implementation of the National Quality Standards Framework (NQS).
- I. Report as required to the Education and Training Board on the delivery of the annual work plan.
- J. A Youth Work Committee shall, from among the representatives of the Education and Training Board -
- i. appoint to act as chairperson a person appointed to the Committee *and*
 - ii. appoint any other member of the Committee to act as vice-chairperson to perform the functions of the chairperson in the absence of the chairperson.
- K. A Youth Work Committee shall, by the Standing Orders of the Education and Training Board, regulate its procedure or business at its meetings.
- L. A Youth Work Committee shall hold at least one meeting in each financial year but shall not hold more than 4 meetings in any financial year.
- M. The members of a Youth Work Committee shall hold office for such period, not exceeding 5 years, as is determined by the Education and Training Board but are eligible for re-appointment.

Membership of Youth Work Committees

Membership of a Youth Work Committee must be a minimum of 8, but no more than 12 (Section 44 (2)).

Membership may consist partly of members of the Education and Training Board and partly of members who are not members of that board but appointed by the ETB.

The ETBI Youth Work Committee recommends the appointment of at least 1 and not more than 3 members of the ETB.

and

The remaining membership would include representation from the following 4 pillars:

- Voluntary Youth Sector Representation (a minimum of 1 and not more than 3)
- Statutory Sector (Children Services Committee / HSE / Garda / Local Authority Officials) (a minimum of 1 and not more than 3)².
- Young persons from Comhairle na nÓg or similar youth structure (2).
- Co-options (1)
(persons representing organisations with an interest in Youth Work, e.g. third level colleges providing Youth Work courses in the ETB area etc.)

In making appointments, the ETB will ensure gender and geographic balance among the membership.

Removal of members

An Education and Training Board may remove a member of the Youth Work Committee from membership of the Youth Work Committee if, in the opinion of the Education and Training Board, the member has become incapable through ill-health of performing his or her functions or has committed stated misbehaviour, or such removal appears to the Education and Training Board to be necessary for the effective performance by the Youth Work Committee of its functions.

² Statutory nominees will be nominated once the rest of the members have been selected.

B) EDs WITH HIGHEST LEVELS OF DEPRIVATION

ED_Name		2011	2016
LARCHVILLE	Waterford City	-22.0	-25.7
LISDUGGAN	Waterford City	-21.5	-23.8
MORRISSON'S ROAD	Waterford City	-16.9	-20.3
NEWPORT'S SQUARE	Waterford City	-16.7	-18.6
MORRISSON'S AVENUE WEST	Waterford City	-19.6	-18.1
BALLYBEG NORTH	Waterford City	-16.3	-16.7
TAGHMON	Wexford	-15.1	-16.0
ENNISCORTHY URBAN	Wexford	-14.5	-15.7
KINGSMEADOW	Waterford City	-12.1	-15.5
GRANGE NORTH	Waterford City	-14.6	-15.0
ROANMORE	Waterford City	-16.6	-14.7
NEW ROSS URBAN	Wexford	-13.1	-14.4
SHORTCOURSE	Waterford City	-18.4	-14.3
MILITARY ROAD	Waterford City	-13.2	-13.8
NEWTOWNBARRY	Wexford	-11.1	-13.2
SLIEVEKEALE	Waterford City	-13.9	-12.2
TICOR SOUTH	Waterford City	-11.7	-12.2
CLONROCHE	Wexford	-10.0	-11.7
WEXFORD URBAN NO.2	Wexford	-12.0	-11.3
DUNGARVAN NO. 1 URBAN	County Waterford	-9.9	-11.1
FERRYBANK	Waterford City	-11.1	-11.0
KILMOKEA	Wexford	-10.0	-10.4
CENTRE B	Waterford City	-16.4	-10.3
MORRISSON'S AVENUE EAST	Waterford City	-13.1	-10.2
BALLYBRICKEN	Waterford City	-10.0	-9.7
FERNS	Wexford	-10.1	-9.6
KILMACTHOMAS	County Waterford	-9.5	-9.3
KILLINCOOLY	Wexford	-9.9	-9.1
ENNISCORTHY RURAL	Wexford	-8.1	-8.7
BALLYCANEW	Wexford	-6.8	-8.5
BALLYMITTY	Wexford	-7.0	-8.4
MOUNT SION	Waterford City	-10.6	-8.4
KILMORE	Wexford	-6.6	-8.2
BALLYANNE	Wexford	-5.5	-8.0
COMERAGH	County Waterford	-8.4	-7.9
TALLOW	County Waterford	-7.6	-7.8
TICOR NORTH	Waterford City	-7.3	-7.7
CLONGEEN	Wexford	-7.7	-7.7
CAPPOQUIN	County Waterford	-6.2	-7.4

ROSBERCON URBAN	Wexford	-6.2	-7.3
NEW ROSS RURAL	Wexford	-3.0	-7.2
WEXFORD URBAN NO.1	Wexford	-6.2	-7.2
ARDAMINE	Wexford	-7.0	-7.1
KILBARRYMEADEN	County Waterford	-3.3	-7.1
GOREY URBAN	Wexford	-8.2	-7.1
BANNOW	Wexford	-7.1	-7.0
BOLABOY	Wexford	-6.9	-6.9
CARRIGCASTLE	County Waterford	-5.1	-6.7
KILSCORAN	Wexford	-7.7	-6.7
FETHARD	Wexford	-9.2	-6.7