



# YOUNG COMMUNITY LEADERS

*Learn to Lead*

## Developing the next generation of local leaders



*YCL Programme Review 2011-2016,  
incorporating the YCL Yearbook 2015-16*

1 October 2016



**Cullinane Consulting**  
Human Resource & Change Management Consultants



# Contents

<b>Acknowledgements.....</b>	<b>2</b>
<b>Foreword.....</b>	<b>3</b>
<b>Young Community Leaders in Numbers .....</b>	<b>3</b>
<b>Section 1.....</b>	<b>5</b>
<b>Over 120 Reasons to be Proud .....</b>	<b>5</b>
How the Programme is Funded.....	5
The Aims of the YCL Programme.....	5
Programme Management and Implementation.....	6
YCL Programme Design and Components.....	6
Participant Profile.....	7
<b>YCL 2011-2016 – Reeling in the Years .....</b>	<b>8</b>
YCL Community Involvement Highlights 2011-2016.....	8
YCL Visit to Áras an Uachtaráin .....	11
Photo Gallery YCL Programme 1 – 2011-12 .....	12
Photo Gallery YCL Programme 2 – 2012-13 .....	12
Photo Gallery YCL Programme 3 – 2013-14 .....	15
Photo Gallery YCL Programme 4 – 2014-15 .....	16
<b>Section 2.....</b>	<b>18</b>
<b>The YCL Class of 2016 .....</b>	<b>18</b>
The year at a Glance.....	18
Community Action Projects.....	23
YCL Celebration Day, 2 <sup>nd</sup> of July 2016 .....	25
<b>Wise Words from the Class of 2016 .....</b>	<b>29</b>
<b>Section 3.....</b>	<b>30</b>
<b>Key Learning through Annual Evaluations.....</b>	<b>30</b>
<b>What the Future Holds .....</b>	<b>35</b>
Together we can Transform our Community.....	36

# Acknowledgements

One hundred and twenty Young Community Leaders (YCLs) have graduated since Northside Partnership initiated the YCL Programme in 2011. The programme was originally made possible through funding received from The Atlantic Philanthropies and we are indebted to them for their support. We also thank The Cadbury Foundation and Mondeléz, Coolock – their generosity has made it possible to sustain the programme beyond its pilot phase. The YCL Programme has now become a vital part of Northside Partnership's Social Inclusion and Community Activation Programme (SICAP) through which we reach out to young people in our disadvantaged areas to enhance their employment prospects. In doing so we are creating a fertile ground for developing the next generation of leaders in the Northside community.

As a member of the YCL Steering Group I extend thanks to our Chairperson, Owen O'Kelly; Programme Co-ordinator, Róisín Liston; Business Sector Representative, Jonathan O'Connor, Mondeléz; Youth Sector Representative, Mick Ferron, Sphere 17; Local Youth Representative, Shannon Baker; Voluntary Sector Representative, Becca Gallagher, Young SVP; Education Sector Representative Annie Hoey, USI and the YCL participants and members of the Young Community Innovators (YCI) group who served as Steering Group members on a rotational basis.

We are grateful to the Pacific Institute and Foróige whose programmes remain at the core of the YCL curriculum. Thanks also to our partners CDI Tallaght for delivering the programme's Restorative Practices training.

This year our Co-ordinator Carol Conway and Administrator Judit Gyorvari left us for new career opportunities and we wish them continued success. Róisín Liston joined Northside Partnership as Local Development Officer and YCL Programme Co-ordinator and will lead the programme into its next phase of development. Facilitator Adrienne Hayes once again created excellent opportunities for our YCLs to apply their leadership learning in the training room and beyond its boundaries. Sharon Williams joined the team as Administrator and was succeeded by Brendan Morrissey.

In a new development six YCL graduate Co-facilitators joined Róisín and Adrienne to assist with the delivery of the YCL Programme – our thanks to Allie Sheehan, Owen O'Kelly, Shannon Baker, Cíara Doyle, Kim Malone and Seán Mackey. The Co-facilitators proved to be a vital support to the team and they also gained valuable facilitation experience. In another exciting example of how we are promoting youth leadership, the YCL facilitation team has collaborated with two local secondary schools (Mount Temple Comprehensive and Coláiste Dhúlaigh) to run a Peer Mentor Training Programme through which we train fifth and sixth year students to mentor incoming first years in their schools.

Our Programme Review and Yearbook chronicles the activities and achievements of our YCLs and YCIs over the past five years and showcases the 2015-16 YCL Programme year. We thank YCL Programme Evaluator Jean Cullinane of Cullinane Consulting for taking the YCL journey with us and providing a valuable external perspective. Local Development Officers Mary Doheny and Maureen Downey support and enable the Community Action Project dimension of the YCL Programme and we value their continued commitment. Northside Partnership CEO, Paul Rogers is an ardent champion of youth development and we thank him for his encouragement. Finally, we congratulate our 2015-16 graduates and our Young Community Innovators on another year of academic and community leadership achievements.

Dr Matthias Borscheid  
Manager – Social Inclusion and Community Activation Programme  
Northside Partnership

# Foreword

Since September 2011 The Northside Partnership Young Community Leaders Programme has been offered to young people aged between 16 and 25 years who live in our priority districts. The programme runs over a ten-month period and the curriculum is designed to introduce participants to both the principles of leadership and the practical application of leadership skills in community settings. Five years on and five programmes later we now have 120 graduates who have experienced the joy of community involvement and know how they can make a difference in their communities.

Our young leaders have worked hard over the last five years dedicating 2,480 hours of service to the community during this time. Through the further opportunities afforded by membership of the Young Community Innovators group (YCI) our YCL graduates have worked on a range of exciting projects. Some highlights follow in Section 1 of this review.

Section 2 introduces our programme 5 graduates – the class of 2015-16. It has been a busy year for them at school and college. Many are working part-time, are involved in their communities and yet have still managed to complete a comprehensive schedule of YCL and extra-curricular activities.

Following training our Young Community Innovators and graduate YCLs have been working with us to co-facilitate the YCL programme and their support has been a welcome development. We are also very excited about our Peer Mentor Training Programme through which elements of the YCL programme are delivered to fifth and sixth year students in schools, training them to become mentors to incoming first years. So far the programme has reached two secondary schools, built the leadership capacity of 116 peer mentors and helped 330 new first years enjoy a smoother transition into secondary school life. By introducing mentor training to other schools in our locality, we hope to gain a new income stream that will go towards sustaining the YCL Programme into the future.

We undertook a survey in May 2016 to discover how YCL graduates had progressed since completing the programme. Forty-two graduates from Programmes 1-4 completed the survey and the results demonstrated a high level of satisfaction with the programme. The graduates also expressed a keen desire to participate in additional training to help strengthen their community leadership skills.

The development of skills for existing graduates is a priority for us and this year we have opted to defer YCL Programme 6 to the 2017-18 academic year. As part of our graduate development programme we are offering leadership modules to graduate YCLs and members of the Northside Community Forum (NCF). Through this collaboration we hope to create additional opportunities for our next generation of young leaders to learn from our NCF colleagues.

We hope that you enjoy reading our Programme Review and Yearbook and we look forward to continuing to develop Northside Partnership's next generation of local leaders.

Róisín Liston  
Local Development Officer and YCL Programme Co-ordinator  
Northside Partnership

# Young Community Leaders in Numbers



**120** young people from our area who have graduated as Young Community Leaders



**85%**  
Average annual attendance rate of YCL participants throughout the YCL 2015-16 programme.



**17/02/2015:** The day that a group of 50 YCLs were welcomed to the Mansion House by the then Deputy Lord Mayor of Dublin, Councillor Larry O'Toole.



**2,480 hours**  
YCLs devoted to local Community Action Projects since the programme's inception in 2011.



**18/02/2014:** The day that a group of YCLs and local elected representatives visited Áras an Uachtaráin as invited guests of President Michael D Higgins. The invitation was in honour of their successful, collaborative work with the Belmayne-Clongriffin community and Dublin City Council.

## Over 1000

People attended the revived annual family fun day in the Northside community of Belmayne-Clongriffin on the 22nd of June 2013. The event was organised by a group of nine YCLs.



**YES EQUALITY.**  
**1,201,607**

People who voted "Yes" in the May 2015 Same-Sex Marriage Referendum. The YCL Programme's YCL4Equality group assisted in reinforcing the message that every vote counts.

## 116

Peer Mentors trained in local secondary schools to support incoming first years. These senior-cycle students were trained in key elements of the YCL programme through the Peer Mentor Training Programme, empowering them to model leadership and promote inclusion in their schools.



# Section 1

## *Over 120 Reasons to be Proud*

When the Northside Partnership established the Young Community Leaders Programme in 2011 in an effort to engage young people aged between 16 and 25 years from its Dublin 5, 13 and 17 priority districts, the concept was simple: if community leadership is to flourish in the Northside area in the future, then tomorrow's community leaders must be developed today.

Five years on and five programmes later 120 graduates have experienced the joy of community involvement and understand how they can make a difference in their homes, streets, schools and communities.



## **How the Programme Has Been Funded**

Delivery of the Pilot YCL Programme (2011-12) and YCL Programme 2, 2012-13 was made possible through the generosity of The Atlantic Philanthropies. Since then, donations from the Cadbury Foundation have sustained the programme. Based on its success and benefits, the Northside Partnership has made YCL an integral part of the Youth and Development strand of the 2015-2017 Social Inclusion and Community Activation Programme, supporting the programme in the form of Local Development staff time.

## **The Aims of the YCL Programme**

In its pilot phase, the dual aims of the YCL Programme were:

- (a) To engage young people between 16 and 25 years to participate in a programme of accredited leadership training designed to enhance their skills to engage in leadership roles within their community.
- (b) To Influence the wider community leadership environment so that young people are considered as a valuable resource by those in existing leadership positions in the community.

Entry to Young Community Leaders is confined to young people aged between 16 and 25 years from the Northside Partnership catchment area. On completion, participants receive a QQI Level 6 qualification: *“Foundation Certificate in Youth Leadership and Community Action”* which is accredited by the National University of Ireland, Galway. In return, the community receives a new generation of volunteers and prospective leaders.

Graduates of the programme also have an opportunity to progress to the Young Community Innovators (YCI) group who actively seek community involvement opportunities and whose

members are available as a resource to organisations seeking help with community projects and initiatives.

## Programme Management and Implementation

Dr Matthias Borscheid is responsible for directing the YCL Pilot Programme and for sustaining the YCL initiative into the future. In 2015, YCL Programme Co-ordinator, Carol Conway, passed the baton to Róisín Liston, our newly appointed Local Development Officer and YCL Co-ordinator. Róisín is supported by Facilitator Adrienne Hayes and Local Development Officers Mary Doheny and Maureen Downey. In February 2014 a group of YCL graduates completed Co-facilitator training which was delivered by Barbara Gilligan of BMG HR Consultancy. The training and was funded by a grant from Dublin Bus. The co-facilitators joined Róisín and Adrienne to assist with the delivery of the 2015-16 YCL Programme and have been an invaluable resource to the team.

## YCL Programme Design and Components

The YCL programme runs over a ten-month period each year from September to June. The curriculum is designed to introduce participants to both the principles of leadership and the practical application of leadership skills in community settings. The following components form the Young Community Leaders curriculum:

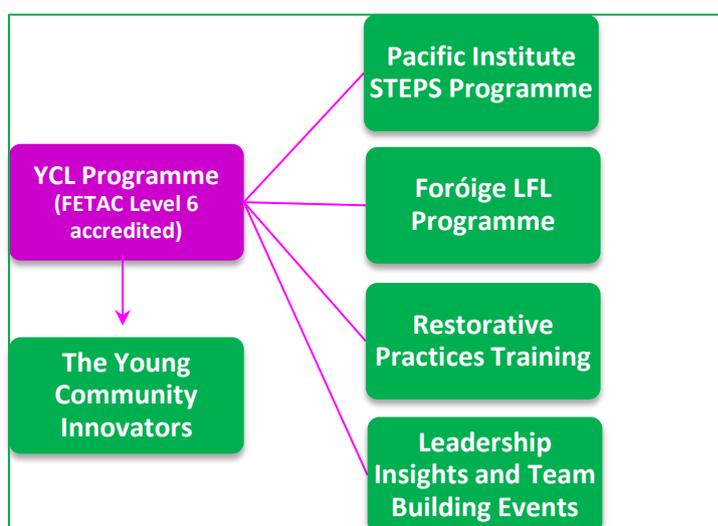


Fig. 1: YCL Programme Components

### The Foróige LFL Programme

Delivered by the YCL facilitation team, The Leadership for Life Programme (LFL) is accredited as a FETAC Level 6 award on the National Framework of Qualifications, from NUI Galway. The LFL Programme recognises the innate leadership capabilities and potential in young people and gives them an opportunity to develop their skills and attributes in a fun and encouraging environment.

### Restorative Practices

Restorative Practices (RP) is a new field of study that has the potential to positively influence human behaviour and strengthen civil society around the world. The principle is based on the aim of building strong relationships and transforming conflict in a simple and emotionally healthy manner. YCL RP training is delivered in association with CDI (Child Development Initiative) Tallaght, and RP activities are used in YCL sessions to enhance learning and as a mechanism for resolving group conflict. Each YCL programme features three Restorative Practices training days.

## Community Action Projects

Module 3 of the Foróige LFL Programme requires that participants complete a 20-hour Community Action Project placement with an organisation or group on a voluntary basis. Participants are encouraged to source their own placement opportunities and the YCL facilitators review their progress. Each year of the YCL programme has seen a deepening of the Community Action Projects with participants embarking on more challenging projects of direct benefit to their schools, colleges and community.

## Leadership Insights and Team Building Events

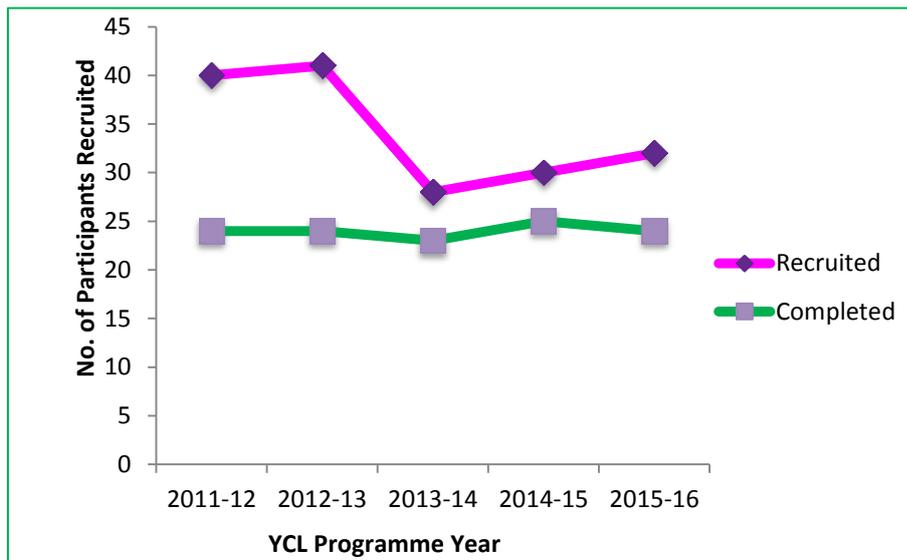
Team building days have proven to be a very popular component of the YCL Programme affording participants an opportunity to work together and to meet with the Young Community Innovators (YCI) group. On team days, participants discover more about their communication styles, and learn how to solve problems and make decisions in a group situation. Guest speakers from both business and community and voluntary sectors share their personal stories and the participants learn about the many paths to leadership in for-profit and not-for-profit sectors.

## The Young Community Innovators (YCI) Group

Young Community Innovators (YCI) is a YCL sub-group established as part of the YCL Pilot Programme. YCI acts as a vehicle for ensuring that young people's voices are recognised by organisations operating in the Northside community. The YCI initiatives gained significant traction in 2011-12 and the group has increasingly been recognised as an important resource for the local community. To date organisations such as Dublin City Council, Mondeléz, the Dóchas Centre and of course, the Northside Partnership have mobilised the YCIs to assist with many campaigns and events.

## Participant Profile

YCL participants are recruited from local secondary and PLC schools and colleges, the Local Employment Service, Youthreach Centres and Community Training Centres. Many participants are current and former participants of Northside Partnership Programmes such as the Challenger Programme and



Preparing for Life. As the YCL Programme has progressed, past and current participants have given presentations and talks in their schools and colleges and these peer recommendations have proven to be the most powerful method of recruiting participants.

Fig. 2: YCL Programme Completion Rates

Since the first YCL programme in 2011, a total of 171 participants aged between 16 and 25 years have been recruited and of these, 120 have graduated (see Fig. 3). The first two programmes attracted 40 and 41 people respectively and 24 participants completed each programme. In programmes 3, 4 and 5 the number of participants was confined to 28, 30 and 32, and this smaller group size still yielded an average completion rate of 24 per year. The key learning for the programme is that smaller participant numbers tend to result in higher levels of participant commitment and completion.

It is also interesting to note that while the programme attracts many participants in the 16-18 year age group, it proves to be particularly challenging for participants to complete the YCL curriculum while remaining focused on the demands of the Leaving Certificate school year.

### **“Sisters are Doing it for themselves”... and for their Community**

The YCL Programme has attracted many participants who, on seeing how much the programme has benefitted their brothers and sisters, need little persuasion to become YCLs. Perhaps the most notable sibling combination is the four O’Beirne sisters from Coolock – Sinead, Niamh, Nicola and Kellie who graduated in 2012, 2013, 2014 and 2015 respectively. They are pictured here with former YCL Programme Manager, Carol Conway



### *YCL 2011-2016 – Reeling in the Years*



### **YCL Community Involvement Highlights 2011-2016**

It has been a busy five years for our Young Community Leaders and the Young Community Innovators group (YCLs). The following are just some of their initiatives and achievements.

**Between 2011 and 2016 YCLs and YCIs have:**

- Acted as representatives on the Restorative Practices Strategic Forum
- Attended a workshop given by RAMSI (Refugee and Migrant Solidarity Ireland) representative and activist Charlotte Bishop.
- Assisted at the Edenmore SAFE summer Festival
- Assisted at the Mondeléz Annual Easter Egg Hunt
- Assisted in the delivery of the 10<sup>th</sup> European Paralympic General Assembly and Conference
- Assisted in the planning and delivery of Northside Partnership's Healthy Communities Health Festival
- Assisted the Kilbarrack Community ARTS Project
- Attended an "Advancing Children's Rights" Conference in Belfast
- Coached basketball, football and Gaelic games in local schools and clubs
- Compiled an Ice-Breaker Games Booklet
- Completed a six-week facilitation skills programme funded by Dublin Bus
- Created and uploaded an Anti-bullying video and delivered an Anti-bullying Workshop in a number of schools and youth group settings in the community
- Delivered a Dance Workshop
- Delivered two Intergenerational Digital Learning programmes for senior citizens in the community.
- Facilitated activities days and Restorative Practices Workshops in the Dóchas Centre Women's' Prison in the Mountjoy Prison Campus
- Helped to "Rock the Vote" in the 2014 Local and European elections and the 2015 Same Sex Marriage Referendum
- Helped to tend the Kilbarrack Community Garden
- Highlighted Issues Affecting Young People
- Organised community family fun days
- Participated in training sessions with ECO-UNESCO and Kilbarrack Youth Project on sustainability, healthy living and environmental awareness.
- Participated in a "Connect 4" Residential Weekend in the Cavan Centre



- Participated in planning, promoting and running Health Heroes events
- Participated in a 2016 research study commissioned by Dublin South Children & Young Persons' Services Committee and Dublin City Local Community Development Committee
- Presented at a Foróige National Conference entitled "What's Working for Young People"
- Presented at a tangible Ireland Leadership Seminar in Crossmaglen, Co Armagh
- Presented at the 2015 Youth Advocacy Programme (YAP) Ireland Conference "Young People Speak Out – Social Media", held in Croke Park in June 2015
- Presented at the 2016 Youth Advocacy Programme (YAP) Ireland Conference "Young People Speak Out – Changing Services for the Better", held in Croke Park in August 2016
- Produced a YCL publicity video
- Produced an information video for Mountjoy Prison
- Produced a video to raise awareness of homelessness
- Promoted local events on behalf of Darndale Arts Festival
- Raised awareness of homelessness
- Raised awareness of the work of the "Turn off the Red Light Campaign" in conjunction with Near TV
- Raised funds for national charities such as Aobhneas Women's and Children's Refuge and Pieta House
- Visited Dáil Eireann by arrangement of Cllr. Brian McDowell and Aodhán O' Ríordáin, TD in 2012
- Visited Áras an Uachtaráin in 2014 at the invitation of President Michael D Higgins
- Visited the Mansion House in 2015 as guests of the then Deputy Lord Mayor of Dublin, Councillor Larry O'Toole



## YCL Visit to Áras an Uachtaráin

In recognition of their role in re-energising the annual Belmayne-Clongriffin Family Festival of Fun, Young Community Leaders visited Áras an Uachtaráin on the 18th of February 2014 at the invitation of President Michael D Higgins. The family fun day was organised and delivered in co-operation with Dublin City Council and the Belmayne-Clongriffin Residents Association, under the leadership of nine of our YCLs and was a major success. Not only did it bring together a wide range of local groups, it also saw the number of attendees increase significantly from 60 in 2012 to over 1,000 in 2013.



## Photo Gallery YCL Programme 1 – 2011-12

(Clockwise from top)

**Pics 1, 4 and 5:** The first group of YCL graduates enjoying the YCL graduation celebrations at NUI Galway in October 2012

**Pic 2:** YCL Programme Co-ordinator, Carol Conway and the YCL facilitators Sue Cullen, Adrienne Hayes and Jacqui Ward.

**Pic 3:** (L-R) Local TDs Sean Kenny (Lab), Aodhán O’Riordáin (Lab) and Finian McGrath (Ind) at the launch of the YCL Programme1 Evaluation Report in 2012.



## Photo Gallery YCL Programme 2 – 2012-13

(Clockwise from top)

**Pic 1:** YCLs Graduating at NUI Galway in October 2013.

**Pics 2-5:** YCLs organising the Family Fun Day in Fr. Collins Park in co-operation with Dublin City Council and the Belmayne-Clongriffin community in June 2013.



## Photo Gallery YCL Programme 3 – 2013-14

Page 1 of 2 (Clockwise from top):

**Pic 1:** YCLs Graduating at NUI Galway in October 2014

**Pic 2:** NSP Health Heroes Owen O’Kelly and Ciara Doyle of the YCI group with Dublin Senior Hurler Michael Carton.

**Pic 3:** (L-R) Marian Vickers, CEO Northside Partnership; Dr. Lorcán O ’hÓbain, Chairperson, Northside Partnership; Deputy Richard Bruton, Minister for Jobs, Enterprise and Innovation; Allie Sheehan, YCL and Justin Cook, MD of Mondelēz Ireland.



## Photo Gallery YCL Programme 3 – 2013-14

Page 2 of 2 (Clockwise from top)

**Pic 1:** YCL Programme 3 participants enjoying break from their studies in May 2014.

**Pic 2:** Spreading the word for the NSP Health Heroes Campaign – (L-R) Nicola O'Beirne, Louise Keogh, Ciara Doyle and Niamh O'Beirne.

**Pic 3:** YCLs in training learning to lead.

**Pic 4:** (L-R) Richard Roche, Assistant Governor, Brian Stack Training Centre, Portlaoise Prison with the YCL Facilitation Team Carol Conway, Jacqui Ward, Sue Cullen and Adrienne Hayes; Patricia Kelleher (Chief Officer, the Dóchas Centre and Co-ordinator of the Dóchas RP Pilot Programme).



## Photo Gallery YCL Programme 4 – 2014-15

Page 1 of 2 (Clockwise from top)

**Pic 1:** YCLs Graduating at NUI Galway in October 2015.

**Pic 2:** (clockwise from top right) YCL footballers Dean Brady, Sean Mackey, Paige Murtagh-Ivers, Jake O’Rua, Dylan White and Reece Grehan enjoying the fun at the Mondeléz Five-a-Side Football event.

**Pic 3:** Celebrating the end of the YCL year in June 2015.



## Photo Gallery YCL Programme 4 – 2014-15

Page 2 of 2 (Clockwise from top)

**Pic 1:** YCIs Carolyn Conlon, Shannon Baker and Ciara Doyle of the “YCI4Equality” Campaign pictured at the Mansion House in February 2015, tying a white knot for Marriage Equality with Tiernan Brady of the Gay and Lesbian Equality Network (GLEN).

**Pic 2:** The Deputy Lord Mayor of Dublin, Councillor Larry O’Toole, welcomes a group of YCLs and YCIs to Dublin’s Mansion House in February 2015.

**Pic 3:** YCIs Gemma Darby, Ciara Doyle, Owen O’Kelly and Jamie Johnson participate in The Community Foundation for Ireland Youth Sector Focus Group

**Pic 4:** “Sharing experience and knowledge across the generations” – YCI Rachel O’Kelly lends a helping hand to the participants of the Intergenerational Digital Training.



## Section 2

### *The YCL Class of 2016*

#### The year at a Glance

##### September 2015 – the new YCL year begins

In September, 32 participants began their journey on our fifth YCL Programme to date. With a balance of 16 male and 16 female participants, the group was perfectly poised for a year of high-energy community action. The majority of the participants were in the 16-18 years age group and many were deftly juggling their YCL commitments with the challenge of studying for state examinations. Participants attended classes on either Monday or Wednesday nights and while a small number of participants dropped out at an early stage due to study commitments the average attendance rate was a creditable 85% among those who completed the programme. Many had previous experience of community involvement through volunteering in organisations such as youth clubs, scouting, girl guides, nursing homes and charities.

##### September 2015 – The Co-Facilitators Join the Team

In a new departure this year saw the introduction of a co-facilitator system with YCL graduates assisting the facilitators in the delivery of the programme content. Shannon Baker, Ciara Doyle, Sean Mackey, Kim Malone Owen O’Kelly and Alison Sheehan co-facilitated the delivery of YCL Programme 5 and were also ably assisted by YCI Jake O’Rua. Due to staffing constraints the YCL Implementation Team was particularly challenged and might not have been able to deliver Programme 5 without the welcome support of the Co-facilitators. The initiative proved to be a winner in every respect as the trainee Co-facilitators gained valuable work experience and CV enhancement and the participants gained new insights from Co-facilitators who had once been participants. In the latter stages of the year the Co-facilitators also provided a great deal of encouragement and support, sometimes on a one-to-one basis, to help participants to complete their project work.

##### November 2015 – Event Management Training

In November, a group of YCLs and YCIs attended training in Event Management which was delivered by YCIs who are members of the Heath Heroes team.

##### December 2015 – Winds of Change

As December 2015 drew to a close, after four very successful years of co-ordinating the programme, Carol Conway passed the baton to newly appointed Northside Partnership Local Development Officer, Róisín Liston. Previously Strategy and Insights Executive at Tourism Ireland, Róisín has strong experience of youth facilitation and voluntary service in the community sector. Under the direction of Dr. Matthias Borscheid, Manager Social Inclusion and Community Activation Programme, Róisín leads the YCL programme with assistance from external facilitator, Adrienne Hayes, NSP Local Development team officers Mary Doheny and Maureen Downey,



the Co-facilitation team and Administrator Sharon Williams who was succeeded by Brendan Morrissey.

In 2015 the YCL Programme moved from its original home in Contact Point in Greendale Shopping Centre to Kish House on Greendale Road. The new building now hosts a range of programmes including Northside Partnership's Local Employment Service, the Local Development Team, Greendale Jobs Club, Tús, Healthy Food Made Easy courses and a Smoking Cessation service.

### December 2015 – Mentoring in Mount Temple Comprehensive and Coláiste Dhúlaigh

Work on the Peer Mentor Training Programme continued following a successful pilot programme with Mount Temple Comprehensive. The Peer Mentor Training Programme is an exciting development whereby elements of the YCL programme are delivered to fifth and sixth year students, training them to become mentors to incoming first years in their schools. In 2016 we also began training in Coláiste Dhúlaigh Secondary School.

### January 2016 – Leadership Insights

On Saturday the 30<sup>th</sup> of January 2016, the Young Community Leaders attended a Leadership Insights day in Kish House (see photo below). In the morning the group took part in interactive workshops on leadership, active citizenship and the voting system and after lunch the group heard from two very distinguished guest speakers.



The first speaker was Shane McCarthy, CEO of the successful Limerick-based start-up *BlueChief Social Media* and Founding Partner of *Wild Atlantic Start Ups*. Shane shared stories about his path to leadership positions in both the for-profit and non-profit sectors.

The second speaker, Jamie Harrington is a teen community activist from Ballymun, an advocate for *Teen-Line Ireland* and ambassador for the *Dublin 2020 Campaign*. Jamie imparted some very thought-provoking insights on how he is playing an active role in

demonstrating leadership through action to improve his own community.

### February/March 2016 – Restorative Practices Training

On Saturday the 13<sup>th</sup> of February the YCLs participated in an Introduction to Restorative Practices workshop delivered by CDI Tallaght. RP is a social science that integrates developments from a variety of disciplines in order to build healthier communities and relationships. In March 2016 the YCLs completed a



second workshop delivered by CDI Tallaght and co-facilitated by YCI Shannon Baker. RP training provides our YCLs with the tools and confidence to become certified facilitators of restorative circles and meetings. YCLs have reported that they find Restorative Practices techniques to be extremely valuable in the training room and also in the range of youth settings in which they volunteer.

### March 2016 – Hunting for Easter Eggs in Merrion Square

Six YCLs and 15 YCIs volunteered to help with the fundraising activities at the very successful Annual



Barnardos Easter Egg Hunt sponsored by Mondeléz in Merrion Square on the 25<sup>th</sup> and 26<sup>th</sup> of March. The group helped the event organisers with many aspects of the event – from ticketing and managing games to looking after the pet llamas. The events hosted over 7,000 people and raised over €35,000 for Barnardos.

### April 2016 – Bag Packing for Doras Buí

It was all hands at the checkouts on the 30<sup>th</sup> of April 2016 when six YCLs packed groceries for customers at Northside Shopping Centre to raise funds for Doras Buí, a local community resource centre for one-parent families.

### April 2016 – Leadership Insights

Thirteen YCLs and six YCIs attended our second Leadership Insights session on the 23<sup>rd</sup> of April. The morning session on debating skills was followed by an interactive workshop delivered by Volunteer Ireland.

### May 2016 – What's in an App?

Two YCLs took part in a very exciting project managed by a group of youth advocacy organisations: National Youth Council of Ireland; SpunOut.ie; Volunteer Ireland and Gaisce, with the support of Accenture. The project is developing a new app to enable young people to assess their level of the key skills sought by many employers across a range of jobs, taking into consideration experience gained through voluntary work. The two YCLs who travelled to Accenture to test the app both have a breadth of voluntary experience but have yet to gain professional work experience.

### June 2016 – Workshop on Refugee Crisis

On Wednesday 22 June, a group of YCLs experienced a workshop given by RAMSI (Refugee and Migrant Solidarity Ireland) representative and activist Charlotte Bishop. Topics included the basic background to the Syrian war and current refugee crisis and information on the direct provision system in Ireland. The workshop was very interactive, engaging and informative and also gave the young people practical ideas on how they can show solidarity with the plight of migrants.

## June 2016 – Teaming up with Kilbarrack Youth Project and ECO-UNESCO

On the 28<sup>th</sup> to the 30<sup>th</sup> of June 2016 YCLs teamed up with ECO-UNESCO and Kilbarrack Youth Project to participate in two half-day training sessions on sustainability, healthy living and environmental awareness. The training covered the theory and practice of sustainability and included hands-on experience at ECO-UNESCO's own plot in the Grow Dome, Rialto. There was also a field trip to Fatima in Rialto to experience community gardening in action. On the 30<sup>th</sup> of June the YCLs ventured to Howth Head where our guide from ECO-UNESCO shared knowledge of the biodiversity and wildlife that is right here on our doorstep.



## August 2016 – YCLs Speak at Youth Advocacy Programme (YAP) Conference

Two Young Community Leaders Rachel Batty and Jamie Johnson presented at the Youth Advocate Programme (YAP) National Conference held in Croke Park Stadium.

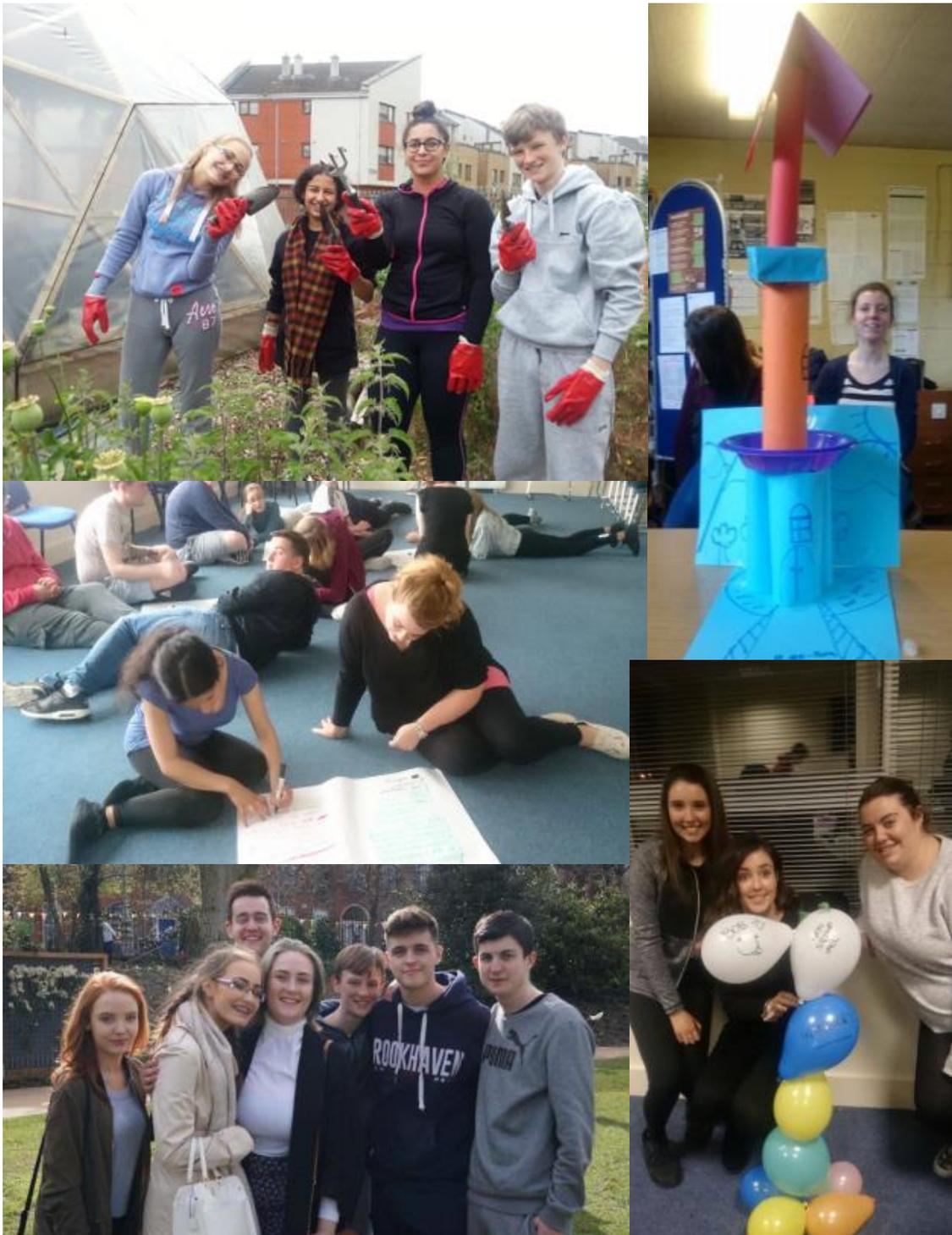


They delivered a fantastic presentation about action they took among their peers to make positive change in the area of Mental Health Awareness. The presentation was called "The Colours of My Mind" and included examples from each young person of projects they were part of which addressed the lack of awareness among young people of mental health issues and the services available.

## August 2016 – Intergenerational Activities

A team of 11 YCLS and YCIs volunteered as tutors in a six-week course for senior citizens on how to use laptops and mobile devices. The young trainers found the programme very beneficial in terms of social, personal and professional development. When surveyed about the training, all nine senior participants rated their young tutors as either “Excellent” or “Very good” and all answered “Yes” to the question “Would you recommend the programme to a friend?”

**Pictured below are our YCL Programme 5 participants in action on various projects during the year.**



## Community Action Projects

Module 3 of the Foróige ASLFL Programme requires that participants complete a 20-hour Community Action Project placement with an organisation on a voluntary basis. This was seen as a vital opportunity for the participants to transfer their learning into the community. Participants are required to complete the Foróige Module 3 Project Record and Learning Journal which encourages them to plan their Community Action Project carefully and to reflect on their progress throughout and on conclusion of their project. This year our YCLs worked in groups on the following Community Action Projects:

### Mental Health Awareness Project

Three participants researched and designed a very informative presentation on mental health which was delivered to peer audiences in two local schools in May.

They also delivered an adapted version to a group of children in a local youth club. The main objective of the presentations was to empower young people to identify the signs of a peer in need of help, and to promote more supportive environments regarding attitudes towards mental health. The group also took the initiative to hold a raffle which raised €328 for Pieta House.



### Promoting Maths and Science in Schools

When it comes to building Ireland's employment capacity and creating foreign direct investment opportunities for the future, educators and industrialists emphasise the importance of encouraging more students to study the so called STEM subjects (science, technology, engineering and maths). For their Community Action Project, three YCL participants picked up on this theme and worked together to deliver a series of workshops for sixth class primary school students. Their objective was to encourage a higher proportion of students to choose science subjects and higher maths as options when making their vital school subject selections.

### Raising Awareness of Homelessness

With the support of Kilbarrack Youth Project two YCLs interviewed Fr. Peter McVerry on the homelessness crisis and video recorded the interview. The YCLs were interested to learn from Fr. Peter about the practical steps that people can take to help to relieve the crisis. They also explored Fr. Peter's views on how homeless people themselves would prefer to be treated. The young people promoted this interview on social media and through local media channels to raise awareness of the homelessness crisis and the work of the Peter McVerry Trust. They also screened the video at the YCL Celebration Day in Kish House.

### Team Sports Coaching

Sports coaching was at the forefront of the Community Action Projects this year as four participants focused on four separate projects to encourage school children to get active. One participant has

started a new volleyball team at her school, organising coaches, team members and a venue and planning for the continuation of the team after she graduates from the school.

Two participants hosted a series of 'Train-the-Trainer' style football coaching sessions. They worked closely with a partner coach and with teachers to safeguard the future of their school football team by training up students who will act as future coaches after they graduate from the school.

Another participant organised a series of basketball training sessions for younger children in his community and he and a friend delivered the coaching sessions.

### KCCP Family Fun Day

YCLs organised volunteers for a Family Fun Day which was held on the 13<sup>th</sup> of July at Kilbarrack Coastal Community Project. The day featured games from the Health Heroes Games Kit which includes Giant Jenga, Giant Tiddlywinks and Target Games. The Participant also directed volunteers in managing the games and even used Restorative Practices techniques to inject an air of calm co-operation into the event.

### Scouts Leadership Camp

In an effort to develop the leadership skills of the junior members of her scouts club, one participant organised a "Scouts Leadership Camp" which was held in addition to the regular programme of activities for her scouting troop.

### Fun Day for Children in the Community



Pictured above are (L-R) Rebecca McGrath and Melanie Wall setting up their art materials in Darndale Belcamp Integrated Childcare Service (Jigsaw) on Friday the 1<sup>st</sup> of April 2016. Rebecca and Melanie together with two other YCLs put the Health Heroes Games Kit to good use and held activities for children of all ages at various stages throughout the day. Feedback from the children and the staff of Jigsaw has been extremely positive.

### Diversity Week in Schools

Three participants were actively involved in the organisation of a multicultural week in their school, Mercy College Coolock. The week of events showcased the school's efforts to promote diversity and inclusion within the school. The week contributed to the school's attainment of a Yellow Flag, a nationally-recognised symbol of the school's promotion and support of inter-culturalism.

The participants also made a video of their Diversity Week journey which was shown at the YCL celebration day in Kish House.

### Anti-Bullying Programme

Two participants planned an anti-bullying programme for implementation in their former secondary school. Due to time constraints brought about by studying for the Leaving Certificate, the participants did not have the scope to undertake the programme in this 2015/16 academic year and will deliver the programme in the 2016/17 academic year.

### YCL Team Research Projects

In addition to the Community Action Projects YCLs also selected a social issue that was of interest to them and undertook primary and secondary research to uncover findings. Based on their conclusions, they made actionable recommendations for social change. Research topics included subjects as varied as mental health, animal cruelty and homelessness.

## YCL Celebration Day, 2<sup>nd</sup> of July 2016



### Operation Certification

Our Programme 5 Young Community Leaders gathered in Kish House on the 2<sup>nd</sup> of July 2016 for a special celebration to mark the end of their leadership training programme. Having submitted their last assignments to NUI Galway for accreditation on the previous day, the YCLs were in high spirits for their final workshop: *"So You're a Young Community Leader, What Now?"*



Our Programme 5 YCLs are pictured above. On their celebration day they were presented with Certificates of Completion for The Pacific Institute STEPS Programme and for the overall Young Community Leaders programme. The group will be celebrating again in Galway this autumn when they will graduate from NUI Galway with a Foundation Certificate in Youth Leadership and Community Action. This is a QQI Level 6 award and is worth 15 ECTS (European Credit Transfer System Credits).



**Pictured above (L-R) are Megan O'Keefe and Áine Basem, and Ryan Brennan and Glenn O'Donoghue at the YCL Programme 5 Celebration Day.**





## *Wise Words from the Class of 2016*

“Ciara’s debating and voting schemes helped me to understand politics more and gave me more opportunity to give my opinion.”

Sarah Kennedy

“The thing I learned about life through YCL is how to manage conflict.”

Daniel Foran

“The thing I learned about myself through YCL is that I can become a leader.”

Rebecca Bissett

“The thing I learned about life through YCL is the importance of time-keeping.”

Melanie Wall

“I have been educated on different leadership skills and have improved the skills I already have. Also, my self-confidence has improved.”

Jade O’Neill

“The main way that I have grown since starting YCL is that I have become more enthusiastic about learning new things.”

Alex Bodor

“The way my career has developed since starting YCL is that I applied for my first job and actually got the job.”

Andrew O’Doherty

“Confidence – that’s the main way that I have grown since starting YCL.”

Ryan Brennan

“I learned more about leadership and what it’s like to take a leadership role.”

Aaron O’Toole

“The YCL moments I most enjoyed were interacting with my friends.”

Stephen Larmon

“The people who influenced me the most were the two girls in my Community Action Project Group. I was nervous about doing the presentation but they helped me.”

Rachel Batty

“I have improved my CV greatly by having this course to talk about in interviews – I have been offered four jobs since starting YCL.”

Shannon Whelan

“The YCL moment I enjoyed the most was completing my Community Action Project.”

Kayleigh Tully-Knott

“The thing I learned about myself through YCL is that I am able to speak to a large group.”

Eoghan Cullen

## Section 3

### *Key Learning through Annual Evaluations*

Since its inception the YCL Programme has been evaluated on a formative basis. This means that the Evaluator works with the YCL Implementation and Facilitation team members who apply suggestions for positive change during the life cycle of each YCL programme. The evaluation approach for YCL Programme 5 included:

- Distribution of a Participant Pre-programme Questionnaire
- Facilitation of a participant End-of-programme Focus Group (co-facilitated by YCIs Shannon Baker and Owen O’Kelly)
- Distribution of a Participant End-of-programme Questionnaire
- One-to-one interviews with Róisín Liston, YCL Programme Co-ordinator, Adrienne Hayes, Facilitator and the Co-facilitators
- An online survey which was issued to 92 graduate YCLs

### **Feedback from YCL Programme 5 Participants**

The following is a summary of the feedback received through the Participant End-of-programme Questionnaire and Focus Group:

- YCL Programme 5 participants enjoyed all of the components of the programme, particularly the Restorative Practices training and the Community Action Project which was part of the Foróige Leadership for Life modules.
- The participants felt that activities such as completing Community Action Projects and helping out at the Mondeléz Easter Egg Hunt provided them with valuable opportunities to put their teamwork and conflict management skills into action.
- The participants reported that they particularly benefitted from having access to the graduate YCLs (YCI group) through the team-building days and joint project working opportunities.
- Participants would like to see the YCL Programme being promoted more actively in schools.
- Participants would like additional opportunities for engaging in community action.
- Many participants who were completing state and college exams found that balancing their YCL commitments with their school and college workload was very challenging.

### **Feedback from the Programme Co-ordinator and Facilitator**

Feedback from the YCL Programme Co-ordinator, Róisín Liston and the Facilitator Adrienne Hayes indicated that:

- Programme 5 participants performed particularly well in team assignments and demonstrated strong commitment to the programme as evidenced by their high attendance and completion rate.
- The use of YCL graduates as co-facilitators was particularly beneficial to the programme and certified co-facilitation training for further groups of graduates should continue.
- The Young Community Innovators group was not as active in 2015-16 as it had been in previous years and Northside Partnership needs to discover methods of engaging more fully

with the YCL graduate cohort to drive projects such as the Health Heroes and “Rock the Vote” campaigns and to ensure the continued availability of graduate YCLs for community initiatives.

- The Community Action Projects undertaken by Programme 5 participants were particularly challenging and were delivered to a high standard.
- There is untapped potential to harness graduate YCL skills in promoting Restorative Practices as the preferred method of resolving conflict in organisations in the Northside community.
- Consideration should be given to running future YCL programmes over a two-year period, perhaps covering STEPS and the Foroige Leadership for Life modules in the first year and devoting the second year to ambitious community action projects in collaboration with organisations in the community. This would also result in cost savings on NUI registration fees which would be required bi-annually rather than annually.
- Five participants from the Travelling community who enrolled in the programme discontinued their attendance in the early stages of the first term. Additional methods of engaging and retaining this group need to be further explored.

### Feedback on the Co-facilitation Model

The Co-facilitators have now gained experience in delivering YCL training and they thoroughly enjoyed their role. The co-facilitation model is a win-win situation for the programme as the Co-facilitators are also a vital support to the team. Feedback from the Co-facilitators shows that that they have drawn on their experience this year in job and higher education applications and interviews.

Young Community Innovators and Co-facilitators, Shannon Baker and Owen O’Kelly put forward some ideas for further developing the role of the YCIs in 2017. They suggested that interested YCL graduates could be invited to come to Kish House on a scheduled monthly basis to discuss, plan and implement community activity under the guidance of a dedicated facilitator. Shannon and Owen consider that formalising the YCI programme of activities would ensure that YCIs are accountable for delivering projects to agreed objectives and for reporting on their progress.

### The Online Survey Results – the Graduate Viewpoint

#### **Q1: What are the YCL graduates doing now?**

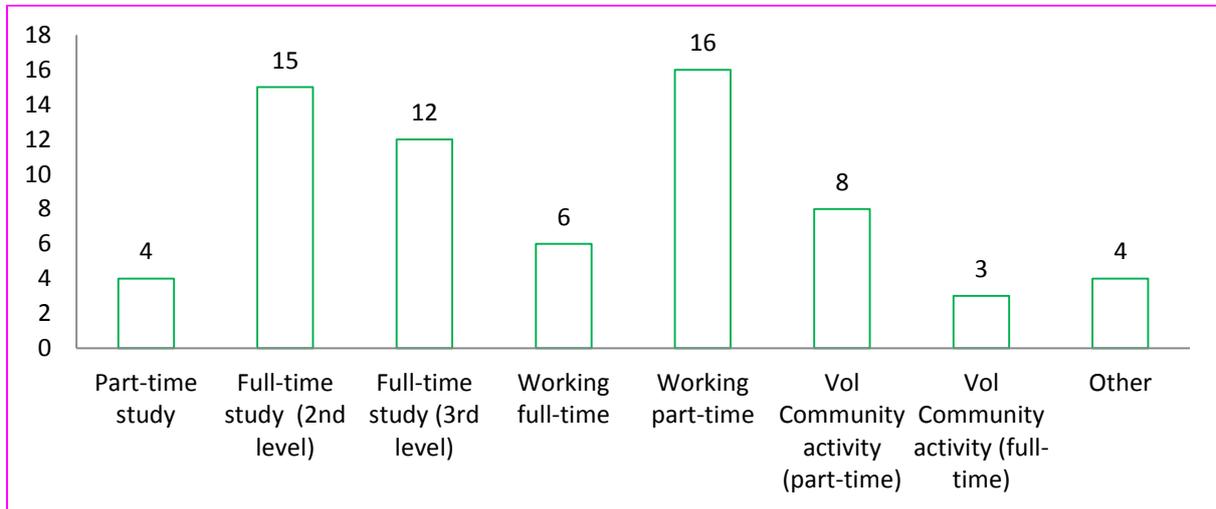
In May 2016 The YCL Programme invited 92 graduates from YCL Programmes 1-4 to participate in an online survey. The survey sought to discover how the graduates had progressed since completing the programme and the level of engagement, if any that they would like to have with the programme in the future.

Forty-two graduates completed the survey and the results indicate a high level of graduate satisfaction with the programme. Of the 42 graduates surveyed, 27 (64%) are in full-time secondary or third level education. This may explain why the programme has yet to see a significant progression of YCL graduates into full-time community leadership roles. Nevertheless, 11 (29%) of the respondents are engaged either in full or part-time community and voluntary activities and a number of graduates are now working in full time positions in the community and voluntary sector. (See Fig. 3).

**Q2: Did YCL Benefit you?**

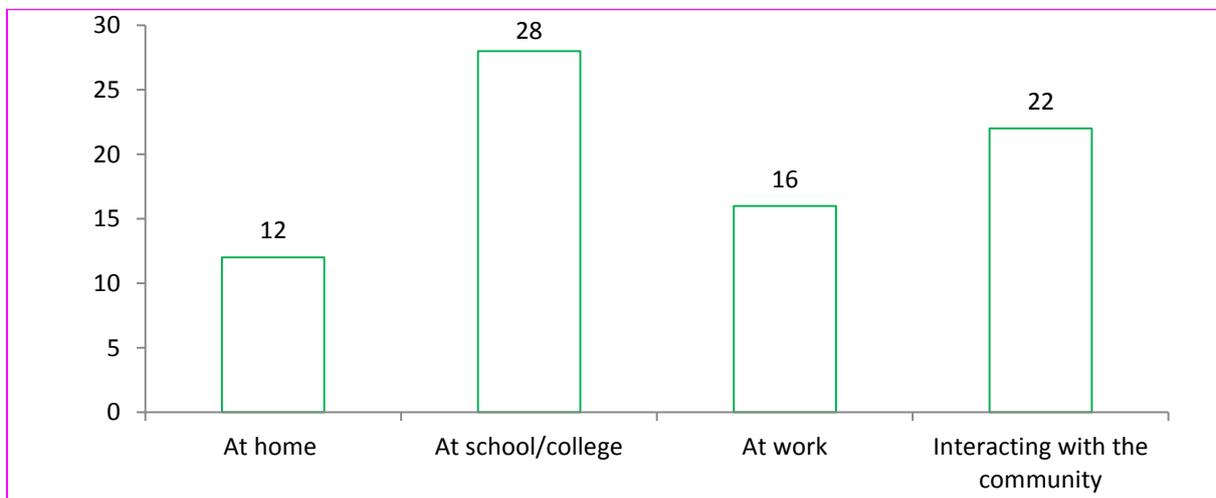
Of the 42 graduate participants surveyed, 28 (67%) indicated that YCL benefitted them in school and/or college and 22 (52%) reported that YCL benefitted them in interacting with the community (see Fig.4).

**Q1: What are you doing now?**



*Fig 3: YCL Graduate Survey 2016 – “What are you doing now?”*

**Q2: Did YCL Benefit you in any of the following areas?**



*Fig 4: YCL Graduate Survey 2016 – “Did YCL benefit you in any of the following areas?”*

**Q3: How has YCL benefitted you?**

The respondents were asked to comment on how YCL had benefitted them – here are some of their responses:

- “I got to meet lots of great people and really enjoyed myself doing the course.”

- “It helped with getting a job and a better understanding of the world around me.”
- “I don’t have a job and I am not in further education yet.”
- “I found the YCL course looks very well on a CV or application as it seems to draw the interest of colleges and places of work.”
- “I got offered a manager position in an interview, based on my experience with YCL and YCI. I wasn’t sure what I wanted to do with myself, what I wanted to achieve or what career path I wanted. But doing YCL helped me to focus and has opened up doors for me.”
- “I have had to do work experience and I had to fill in sheets about the skills I gained in the last year, so I wrote about YCL.”
- “It has helped me choose my college courses.”
- “Personally it has benefitted me – [I have] yet to see how it benefits my career this year. The voluntary work looks great on my CV going forward for more social jobs. It’s not beneficial in my current retail role as I manage an area where there are no higher positions to work towards.”
- “[I would have liked] more experience helping out the community and carrying out projects.”

**Q4: What elements of the YCL Programme were most useful to you?**

The 42 YCL graduate respondents were asked to rank the existing YCL Programme modules in order of preference. The Community Action Projects were a clear winner, showing once again that participants enjoy transferring their learning into live community situations (see Figure 5).

Overall Ranking in Order of Usefulness	YCL Programme Element
1	Community Action Project
2	STEPS
3	Presentation Skills
4	Foróige Module 1 (Leadership and Communication Skills, Active Citizenship)
5	Restorative Practices training
6	Weekend Leadership Insights Workshops
7	Foróige Module 2 (Team Research Project)

*Fig. 5: YCL Graduate Survey 2016 – YCL programme elements in order of usefulness*

**Q5: What modules would be most useful to you in the future?**

The YCL Programme is planning to design short modules to support and further enhance the skills of YCL graduates and we asked our graduate respondents to rank possible additional modules in order of most to least usefulness for them. Unsurprisingly, given their love for community action projects the opportunity to learn more about managing such projects received the highest ranking (see Figure 6).

Overall Ranking in Order of Preference	Possible YCL Future Training Modules
1	Managing innovative community projects
2	Healthy living (e.g. nutrition, fitness, stress management)
3	Using Restorative Practices in your community
4	Jobs Club career guidance and advice
5	Writing grant applications
6	Governance training (participation on boards/managing voluntary groups)
7	Research skills
8	Sustainability (e.g. community gardening , promoting cycling/walking)

*Fig. 6: YCL Graduate Survey 20916 – possible future training modules in order of preference*

**Q6: Can you think of any other areas in which you would like to see training provided?**

In response to the above question, the graduate YCLs listed the following possible future training modules:

- “Dealing with conflict within a group of peers, (such as in a Community Action Project).”
- “Event Management.”
- “Presentation Skills.”
- “First Aid: stuff like that could be used in peoples’ lives.”
- “Workshops for working with youths – such as drama, play, sports, music, arts and crafts – activities for youth that we could then run.”
- “I would like to see Facilitation Skills with some accreditation attached if possible.”
- “Games and creating ideas – what to do with a youth group. Build up a toolkit of games and work towards maybe helping youth groups with a group of ‘swing leaders’ so if any leader is out sick they are not short-handed.”
- “Mindfulness.”
- “More training in mental health areas or in how to help, or find help, for someone suffering from a mental health illness and/or disorder.”

## *What the Future Holds*

### **It's time to take stock**

After five successful years of the YCL Programme we have achieved our original aims. One hundred and twenty young people have graduated from the training programme which was designed to enhance their skills and confidence to engage in leadership roles within their community. Through the work of the YCIs and five years of Community Action Projects, awareness has been spreading throughout the Northside Partnership community that our young leaders are available as a valuable resource in the community. Whether assisting with surveys, organising events, facilitating workshops or helping to raise awareness of community issues, our YCLs and YCIs have proven that they have the energy and leadership skills to work co-operatively with local people to get things done. We have come a long way and it's time to reflect on how we can develop the YCL Programme to meet the future needs of our community.

### **Learning in Action – Northside Partnership Community Leadership Hub**

Our community has a rich tradition of community action driven by established local leaders. We feel strongly that investment in our existing cohort of young leaders can deliver immediate benefits to the local community, and the Northside Community Forum (NCF) provides an ideal bridge for this.

The NCF brings together over 70 local community groups that operate in our catchment area and collectively campaigns on issues affecting the local community. For the 2016-17 academic year, rather than recruit a new group of participants we have decided to further develop the skills of our existing graduates by running leadership modules which can also be accessed by members of the NCF. Through this initiative we hope to create new opportunities for collaboration with members of the NCF and learn from their expertise.

Our new initiative is called the *Community Leadership Hub*. This networking opportunity and centre of learning will offer modules such as Facilitation skills, Research Skills and Governance Training. Some Hub modules will be targeted towards young people and also NCF members and the general public. Other modules are being designed with the specific needs of NCF members in mind and they will also be relevant to some of our more experienced YCL graduates.

### **Sustaining the YCL Programme**

#### ***Peer Mentor Training Programme***

Our Peer Mentor Training Programme is a perfect example of how we can help to develop leadership skills for young people in our local schools. Impressed by the YCLs who were former students of Mount Temple Comprehensive, the school approached the YCL Programme to see if we could train their senior cycle students to act as mentors to incoming first years.

The mentors and students were then matched at a session in late August 2016. Amid an atmosphere of excitement the mentors said they felt well-prepared through the training they received. We plan to check-in with the current mentor group during the academic year and will work with the third cohort of future mentors from late 2016 in preparation for August 2017.

We have also commenced our Peer Mentor Training Programme in Coláiste Dhúlaigh Secondary School. Following the same model, mentors for the September 2016 academic year were paired with first years in late August 2016 and we hope to begin working with this mentor group before Christmas 2016 in preparation for September 2017.

### ***Appeal for Sponsors for YCL Programme 6***

In 2017 we will recruit participants for our next YCL programme, running from September 2017 to June 2018. Through Programme 6 a new group of young leaders will learn skills and nurture existing talents and peer Co-facilitators will have the opportunity to develop and strengthen facilitation skills. Generating additional sponsorship for future YCL programmes will be our key priority in the coming year and we will once again be appealing to local businesses for their support.

### **Together we can Transform our Community**

It has often been said that the people who effect the greatest change in a community are those who actually turn up: to the sports pitches on wet wintry evenings; to committee meetings to get new ideas off the ground; to the streets and shopping centres to share news about local events and to public meetings to ensure that the voices of our community are heard.

And so reader, here is our challenge. We are always keen to hear from people who wish to make a difference. If you are a YCL graduate, your engagement is widely valued and there is always work to be done. If you are a member of a local organisation or community group consider how our YCLs and YCIs can be of service to you. If you are interested in being part of the next generation of local leaders, come and talk to us. Together, we can transform our community.

## **CATCH THE YOUNG COMMUNITY LEADER SPIRIT**

If you would like to participate in future Young Community Leaders Programmes or if your organisation or community group would like to harness the talents and energy of our young leaders please contact:

Local Development Team  
Northside Partnership Limited  
Kish House  
Greendale Road, Kilbarrack  
Dublin 5

Phone: +353 - (0)1 – 8320995

Email: [ycl@nspartnership.ie](mailto:ycl@nspartnership.ie)