



Youth Education Support Project

About Foróige

Foróige is an independent, non-profit national voluntary youth organisation engaged in out-of-school youth development and education. The organisation enables young people to involve themselves consciously and actively in their own development and the development of society. Foróige employs over 500 staff and involves thousands of volunteers in the creation and delivery of high quality services to young people through the operation of over 400 Foróige Clubs, the Big Brother Big Sister Programme and over 140 General Youth Services and Special Projects - including over 40 Youth Diversion Projects.

In partnership with TESS (Tusla Education Support Service) Foróige wish to recruit two Youth Officers to develop and implement a pilot project in Rathkeale, Co. Limerick

About the Project

The Youth Education Support Project aims to support young people at risk of early school leaving and those of school going age who are out of school. The YES Project will have a specific focus on supporting young Travellers in the catchment area of the two primary and one secondary school in Rathkeale.

The aim of the project is to enhance young people's experience and attitude to school and school attendance through youth work interventions and methodologies. It will endeavor to provide in-school and out-of-school programmes and supports to young people to provide a comprehensive, holistic support to young people to meet their formal and non-formal educational needs.

The Project will work with a range of stakeholders including but not limited to – parents, schools, teachers, HSCL, EWO and other youth serving agencies in the area. In particular it will work in close co-operation with the West Limerick YDP particularly the Traveller Youth Justice workers and Family support.

The YES Project will be located with the West Limerick YDP and work as part of a wider team to ensure that young people in the area have the opportunity to engage in a comprehensive youth service that meets their identified needs with a specific focus on retention in the formal education system and support for young people of school going age who are not currently attending school.

The YES Project will provide supports to young people at a universal level but also at a targeted level based on the needs and interests of the young people. Young people can

self-refer into the programme but priority will be given to those referred by teachers, HSCL, EWO and YDP staff.

Key Responsibilities

- Identifying and engaging young people who are at risk of early school leaving.
- Assessing and responding to the needs of such young people in accordance with Foróige policy and procedures.
- Engaging these young people in a process of learning and development that will enable them to examine their own engagement and participation in the formal education system and to make positive lifestyle choices that will enable them to succeed in formal education.
- Building and maintaining strong, positive relationships with young people in the project
- Developing creative and responsive individual case plans to meet the identified needs of project participants.
- Advocating for and supporting young people to access school / further education /training and employment opportunities.
- Implementing this engagement through a process of both individual and group-work and through in-school work / house-calls as required.
- Engaging and supporting parents/ guardians to engage effectively in their young person's education.
- Ensuring compliance with Foróige policies, procedures and guidelines.
- Completing accurately and on time all of the administrative requirements of the project.
- Working with teachers, HSCL, EWO and others to ensure young people identified as at risk of early school leaving are referred into the project.
- Networking, co-operating, and enlisting the support of other agencies/organisations and community groups to enhance the development opportunities for project participants.
- Building and maintaining relationships with local stakeholders, particularly schools and other services engaged with young people in the catchment area.
- Administration, budget and resource management including compiling plans and reports as required by the funder and ensuring that deadlines are adhered to.
- Working collaboratively as part of the YDP team and the wider Foróige team.
- Any such other relevant duties as the board of Foróige and/or the Chief Executive Officer or the nominee of the Chief Executive shall deem necessary for the effective implementation and the policy and programmes of Foróige and the Youth Diversion Project.

Professional Qualifications and Experience (E=Essential; D=Desirable)

- Education to Degree standard preferably in the area of Youth/ Justice/ Social / Community Work (E) (candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications)
- Ability to relate to young people and engage the target group (E)
- Relevant paid or voluntary experience of working with young people (E)
- 1 years' experience in a Youth Work or similar role. (D)
- Experience and understanding of working with young people facing adversity (D)
- Access to a car and full driving licence. (E)

Person Specification (All Essential requirements)

- Ability to build and maintain effective relationships with young people
- Good interpersonal skills, including ability to liaise with a wide range of contacts and build and maintain effective working relationships
- Excellent standards of accuracy and attention to detail
- Ability to be proactive, use own initiative and work effectively within a pressurised environment
- Positive and flexible approach to working as part of a team
- Excellent written communications skills, including report writing and the ability to draft summary information and correspondence.
- Ability to follow organisational guidelines and processes.
- Good computer skills, including Word & Excel, PowerPoint and Social Media skills

Requirements of all Foróige staff (All Essential Requirements)

- Commitment to the purpose of Foróige and to work within the values, policies and procedures of the organisation
- To act consistently in a professional manner at all times
- To participate in regular supervision with your line manager
- Flexibility in relation to hours of work to meet the needs of the work. Work during unsocial hours will be required
- Identify training needs with your line manager and participate in training opportunities appropriate to the role
- To participate in regular supervision with your line manager
- Flexibility in relation to hours of work to meet the needs of the work. Work during unsocial hours will be required

Benefits

Salary: Foróige Youth Officer Salary scale:

€36,701, €38,229, €39,757, €41,287, €42,815, €44,348, €45,880, €48,164, €50,448

Starting point this role will be between Point 1 and Point 6 based on experience

Annual Leave: 29 days annual leave plus Good Friday

Pension: Contributory pension benefits.

Training & Development: Structured onboarding together with a 9 day Foróige Induction Programme. Ongoing CPD.

Study Leave: Up to 5 days paid Study Leave per year of course.

Organisation Culture: Support & Supervision policy and practises that supports your professional development.

EAP: 24/7 Employee Assistance

Career Break: Up to 2 years Career Break after 3 years service.

Unpaid Leave: Up to 6 months Unpaid Leave Break after 1 year service

Flexible Work: Flexible work practices that support work life balance.

Maternity and Paternity Benefit: Top up Maternity and Paternity Benefit pay.

Other Information

Garda vetting: Candidates under consideration for employment in Foróige will be subject to Garda vetting.

Hours of work: You will be expected to work a minimum of 35 hours per week. The position will require flexibility in relation to working hours. It is expected that you will work some late evenings/ nights per week and some weekend work.

Travel: This post will involve domestic travel within Ireland and occasional meetings. Travel and expenses will be paid in accordance with appropriate Foróige rates.

Applications: Please apply by completing the [online application form](#).