



**An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige**
Department of Children, Equality,
Disability, Integration and Youth

TARGETED YOUTH EMPLOYABILITY SUPPORT INITIATIVE

2024

GUIDANCE DOCUMENT

Introduction

Following on from the 2021-2022 Targeted Youth Employability Support Initiative, the Department of Children, Equality, Disability, Integration and Youth commissioned an Evaluation to assess the TYESI in the context of the scheme aims and objectives. The purpose of the Evaluation was to evaluate and understand the processes, practices and intervention types across the programmes delivered under the initiative to ascertain how effective these engagements and activities were in the context of the scheme design. The Evaluation has informed the Department about the suitability of this initiative as a support mechanism to improve the employability skills of this target group of young people and its effectiveness in positively contributing to the development of pathways towards further education, training and employment opportunities. For this Initiative, Employability is defined as: *“the capacity to gain and retain fulfilling work.”*

The Department secured funding in the Budget to launch the Targeted Youth Employability Support Initiative (TYESI) in 2024. The initiative will be administered by Education and Training Boards (ETBs) across the country.

Aim

The aim of the Targeted Youth Employability Support Initiative (TYESI) is to engage and support the harder to reach young people aged 15 to 24 years who are not currently in employment, education, or training. The focus of the initiative is on soft skills and developing these in relation to employability. The focused interventions are intended to provide community-based support to assist young people to attain a level of confidence and agency to engage in a wide range of currently available progression routes, programmes or services, for example; Youthreach, Community Training Centres, Community Employment Schemes, Traineeships, Apprenticeships, Pathways to Work and/or progress into employment.

Successful applicant organisations are expected to work with ‘hard to reach’ cohorts of young people. A certain amount of flexibility is available to organisations in the design and content of their proposed programmes, actions and interventions under the Initiative. Good governance and evaluation must be part of the approach being proposed.

Objectives

The objectives of the Targeted Youth Employability Support Initiative (TYESI) are as follows:

1. Engage young people in the TYESI target group(s) focusing on their support needs to develop their **personal and social development outcomes**, preparing them for onward progression to further education, training and/or employment.
2. Provide safe, welcoming, **non-judgemental** spaces.
3. Provide quality, evidence-based and/or evidence-informed **interventions** that respond to the needs of the target group and/or the needs identified by the ETB which operate from a process of ongoing review and monitoring.
4. Implement a range of **methods** including but not limited to 1:1 support, coaching, mentoring, small group work, large group work and outreach in the recruitment of and engagement with young people throughout the programme.
5. As far as is practical, **involve young people** in the development, delivery and evaluation of the interventions under the TYESI.
6. Proposals must clearly demonstrate **additionality** to, and **non-duplication** of, existing services.
7. **Communicate and collaborate** with all stakeholders to achieve the best possible outcomes for young people. Build **collaborative partnerships** with all relevant local stakeholders.

Target Group and Needs

The target group for the TYESI is **young people between the ages of 15 and 24 (inclusive), who are not currently in employment, education, or training**. In particular applicant organisations should consider the following in presenting their proposals:

- Young people experiencing economic disadvantage
- Young people who live in communities with higher than average levels of youth unemployment or intergenerational unemployment,
- Young people experiencing marginalisation or are at risk of not flourishing, have little or no formal structure in their lives, or are experiencing significant isolation from their community or peers.

Additionally, ETBs and funded organisations are encouraged to ensure a broad range of young people/NEETS are targeted to include;

- Young people with disabilities,
- Young people from minority ethnic groups, e.g. Travellers and Roma young people,
- Young people who are applicants for International Protection, or who have recently been awarded International Protection, whether they are living in a Direct Provision Centre or living in the community.

The concentration is on soft skills outcomes, coaching, and mentoring. TYESI focuses on individual needs for progressing in education, training and employment, with skill development based on the young person's identified strengths and areas for improvement. Support is provided throughout the process, and young people can progress at their own pace.

Additional guidance from ETBs

ETBs may issue an ETB NEETS Needs Profile to accompany this guidance which will include an outline of prioritised target group(s) and/or geographic location(s) based on locally available evidence. In these instances, Applicant Organisations **must** respond to the ETB NEETS Needs Profile addressing the target groups and needs identified within same.

Where an ETB does not issue an ETB NEETS Needs Profile, applicant organisations are expected to respond to the needs of the TYESI target group in the scheme documentation. Identification of need must be supported by qualitative and quantitative data.

Outcomes

Outcomes for the TYESI focus on the following 3 outcomes:

- Communication skills – essential for a successful transition to work or training, for attainment and for independence.
- Confidence and agency – enable young people to have confidence and to recognise that they can make a difference to their own career success.
- Resilience and determination – as a vital factor in building academic achievement and fostering workforce engagement and productivity.

Eligibility Criteria

To be eligible for funding under TYESI, the applicant organisation must satisfy the following criteria

1. The initiative is open to youth organisations that support young people.
2. Applications may be made by individual organisations. Joint applications are permissible. Where a joint initiative is proposed, a lead organisation must be nominated as the responsible party for the application and all aspects of the Initiative.
3. Strictly focus on the TYESI target group and/or ETB designated priority target groups in a geographical area.
4. The approaches of mentoring and coaching **must** be incorporated into the service delivery.
5. TYESI must not lead to a displacement or duplication of existing publicly funded initiatives.
6. Successful applicants must be compliant with all requirements of the Children First Act 2015.
7. All applicants are legally obliged to comply with data protection generally, including the General Data Protection Regulation (GDPR) and the related Data Protection Act 2018.
8. Appropriate insurance cover must be in place.

General Requirements

Below are general points to be considered by funded organisations:

- Participation by young people will be on a voluntary basis.
- Engage with young people to develop their personal and social development outcomes and support young people by preparing them for onward progression to further education, training and/or employment.
- The application should clearly focus on the target group; applicants must demonstrate the manner in which they propose to meet the need(s).
- The overall approach should incorporate a community based, young person-centred, supportive response to the needs of the target group.
- Successful applicant organisations must agree to use the DCEDIY nominated measurement tool(s) over the course of the TYESI, including participation in training and/or reporting related to usage of the tools.
- Reporting by age categories is required, with a capacity to report under 15 to 17 year olds and 18 to 24 year olds to be aggregated at national level.
- Participation and engagement in a Network is mandatory for youth workers delivering the TYESI. This includes any/all other activities delivered by, or on behalf of, DCEDIY for the TYESI.

Financial Requirements

Below are points in relation to the financial aspect of TYESI to be considered by funded organisations:

- Direct and indirect costs are eligible expenditure under the TYESI. Direct costs refer to staff and programme costs. Indirect costs refer to rent, light, heat etc.
- Indirect costs must not exceed 15% of the total proposed budget.
- Grants awarded must be spent within the year of allocation, e.g. funds allocated in 2024 can only be spent in 2024.
- Monies unspent by 31 December cannot be carried over to the following year and must be surrendered to the relevant ETB.
- If applicants are unable, for any reason, to continue with the grant funding purposes set

out in their approved application, the unspent monies must be returned to the ETB. Funds approved for the direct delivery of the TYESI, as per the approved application, cannot be used for any other purpose.

- If the total cost of the project is greater than the amount of the grant sought, the applicant must clearly outline the source of the balance of funding and how it will be secured.
- The maximum funding allocation per individual project will not exceed the allocation available to the ETB or €75,000 whichever is the lesser amount.
- The applicants Tax Clearance Access Number must be submitted with the application.
- Any allocation is subject to the availability of funds provided to DCEDIY.
- The grant is subject to the conditions of this application process and to the **Department of Public Expenditure and Reform Circular 13/2014** on the Management and Accountability for Grants from Exchequer Funds. It is a condition of the funding that the grantee complies with the conditions and DPER 13/2014.