



etb

Bord Oideachais agus
Oiliúna Thiobraid Árann
*Tipperary Education and
Training Board*

**Exploring the needs of young
people in Co. Tipperary who are
not in education, employment or
training (NEETs)**

May 2021

Sort-it



....helping people to get organised!

*"Education is the key to giving every child
an equal opportunity in life....Our rates of
school completion and participation in
higher education continue to rise. And yet,
too many of our children still fall through
the cracks and are in danger of being left
behind"*

**Programme for New Partnership Government
and the 32nd Dáil - 2016**

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1. EXECUTIVE SUMMARY

1.1 Background

- Tipperary Education and Training Board, contracted Ruth Daly of Sort-it, to prepare an updated needs analysis around the needs of young people in the county who are categorised as “Not in Education, Employment or Training” (NEETs). This request was made in order to be prepared for any potential call for project applications relating to this cohort of young people, from the Department of Children, Equality, Disability, Integration and Youth (DCEDIY).
- The target cohort of young people are in the age range of 16-24yrs old and who may belong to one or more of the following categories:
 - Are not in education
 - Are not in training
 - Have not recently or previously engaged in local training or employment programmes
 - Are considered unlikely to engage in other initiatives.
 - Are deemed not to have reached their full potential and require further development of their soft skills to improve their employability or chances of engaging in another programme.
 - Are unemployed or underemployed

1.2 Young people aged 16-24 yrs living in Co. Tipperary.

- According to Census 2016, Co. Tipperary has a total population of 159,553 people, with young people aged 16-24yrs making up 10% (16,010) of the total.
- Almost half (47.7%) of these young people live in just 23 of the 175 electoral districts which make up the county.
- In order to get a sense of how the 16-24yr old population has changed in terms of numbers and distribution since the 2016 Census, the author projected the number of 16-24yr olds in 2021 based on aging figures for the 11-19yr olds from Census 2016, which suggests an increase of population in this age range of 22% to **19,468** in 2021.
- The largest increase in population of 16-24yr olds is indicated for the west of the county in the electoral districts of Ballina, Newport and Castletown, showing a potential increase of 347 (+52%) young people aged 16-24yrs in that area. This may have implications for general youth service provision.
- A total of 64.5% of all electoral districts in Co. Tipperary, have negative relative deprivation scores (below zero) correlating to areas in which 69.3% of the population live, compared to 47.9% for the State as a whole.
- The electoral districts with the greatest levels of deprivation lie in the southern part of the county.

- Examining deprivation on a “Small Area” basis gives greater insight into the pockets across the county where it is likely young people will face more challenges. There are 21 small areas designated as “Very Disadvantaged” with a score in the range -30 to -20, and in which a projected population of 699 16-24yr olds young people live. These small areas align with almost all of the major urban conurbations in the county:
 - Tipperary Town – 162 young people 16-24yrs of age
 - Roscrea – 156 young people 16-24yrs of age
 - Carrick-on-Suir – 138 young people 16-24yrs of age
 - Thurles – 92 young people 16-24yrs of age
 - Clonmel – 61 young people 16-24yrs of age
 - Littleton – 44 young people 16-24yrs of age
 - Nenagh – 19 young people 16-24yrs of age
 - Cashel – 9 young people 16-24yrs of age
- Additionally, there are another 39 small areas that are designated as “Disadvantaged” (score of -20 to -10) in respect of deprivation levels, with an associated population of young people of 2,751.
- Young people in small areas that are classified as disadvantaged or very disadvantaged, account for 17.5% of the total 16-24 yr old population in the county.
- The rationale for highlighting the population of young people in the areas of highest deprivation falls in line with feedback from stakeholders and service providers, that there is a greater likelihood of young people from areas of high deprivation disengaging with mainstream schooling and leaving school early.
- Therefore, it follows that there may be a higher level of need in these areas for interventions which address the needs of early school leavers and the effort to re-engage them in education, training, or employment progressions.

1.3 Estimating the number of NEET young people in the County

- There is no one single category of data in the Census or elsewhere which captures comprehensively the category we call NEETs in the age bracket 16-24 yrs.
- There are a number of sources of data which give us an insight into the potential numbers in this category in the county, and these include:
 - School retention rates – 2013-2018.
 - Early school leavers data – 2010/2011 to 2011/12.
 - School Completers Data – 2010/11.
 - Highest level of educational attainment (15-24yr olds) – 2016.
 - Progression to Third Level, 2019.
 - Principal economic status – 2016.
 - Live register (18-24 Yrs) – 2020.
- The table overleaf illustrates the key statistics identified through this research and attempts to apply the key percentages to either the latest enrolment figures (2019/20) or the projected number of the relevant age group in 2021.

Summary of key statistics relating to the estimating the number of NEETs in Co. Tipperary

Data Set No.	Data Category	Year data is based on	What it tells us	Potential no. of YP in Co. Tipperary (based on 2019/20 enrolments & projected numbers)
1.	School retention rates	2013 to 2018/9	9.1% of young people in Co. Tipperary do not complete to Leaving Certificate level	1,254
			1.8% of young people in Co. Tipperary do not complete to Junior Certificate Level	248
2.	Early School Leavers	2010/11 to 2011/12	2.3% of young people in Co. Tipperary enrolled in 2010/11 did not continue at State funded second level education the following year.	317
			Of the 2.3% (317) above, 6.6% could be classified as NEETs according to this data	21
3.	School Completers	2010/11	8.4% of all Leaving Certificate sits in 2010/11 in Co. Tipperary progressed to being classified as NEETs	170
4.	Highest level of education reached	2016	2.74% of 15-19yr olds achieved a level of education Junior Certificate or lower	290
			6.1% of 20-24yr olds achieved a level of education Junior Certificate or lower	763
5.	Progressions from Second Level School (Leaving Certificate)	2019	20% of students who sat the Leaving Certificate in Co. Tipperary in 2019 did not progress to 3 rd level university or ITs	399
6.	Principal Economic Status: 15-24yr olds	2016	3.2% of 15-19yrs old were categorised as unemployed	358
			18.2% of 20-24yr olds were categorised as unemployed	1,974
			2.8% of 15-24yr olds were additionally not engaged in education, training or employment due to personal circumstances	609
7.	Live Register Figures	2020	In December 2020, 868 of all 18-24yr olds (projected 14,928) were on the Live register = approx. 5.8%	868

- What the statistics give us, are suggestions about the scale of young people who may be captured in the NEET category or who are at risk of becoming included in this category.
- What we can be fairly certain of, is the fact that some young people are falling through the cracks at different points in their education and young adulthood and therefore they may not maximise their life potential without additional support, as captured in the Programme for New Partnership Government and the 32nd Dáil in 2016 –

“Education is the key to giving every child an equal opportunity in life....Our rates of school completion and participation in higher education continue to rise. And yet, too many of our children still fall through the cracks and are in danger of being left behind”

- What we also know is, that in relation to 16-18yr olds:
 - More young people are likely to leave school early from DEIS schools.
 - Progressions from DEIS schools to third level schools and ITs are likely to be lower than from non-DEIS schools.
 - Therefore, future initiatives need to proactively link with these DEIS schools and identify other schools with low progressions rates.
 - NEET supports need to be considered for areas where DEIS schools are located.
 - Outcomes for young people from more disadvantaged areas are poorer than for those in more affluent areas.
 - Initiatives need to carefully examine deprivation scores for small areas in order to pinpoint potential locations for services.
- What we know in relation to 19-24yr olds is that:
 - Towns with no Youth Training Initiatives/employability programmes/PLCs located in them, and which are reliant on young people to travel to other towns on rural transport, present the potential of additional disengagement by young people.
 - Towns which offer YouthReach, and Community Training Centres do not necessarily offer the same types of intensive supports to 20-24yr olds.
 - Therefore, future initiatives need to consider location of services in light of locally available progressions routes for older age groups.
- The lifetime cost implications of early school leaving and continued disengagement from education, training and employment are profound both on an individual basis and societal basis. European research suggests there are large social costs such as high levels of social isolation in later life, increased demand on the health system, and less social connectedness in life. Irish research published in 2009, calculated that there is a difference in potential lifetime earnings between the early school leaver and Leaving Certificate graduate groups of €84,500.
- Australian research published in 2014, suggested the following categories of costs incurred through early school leaving:

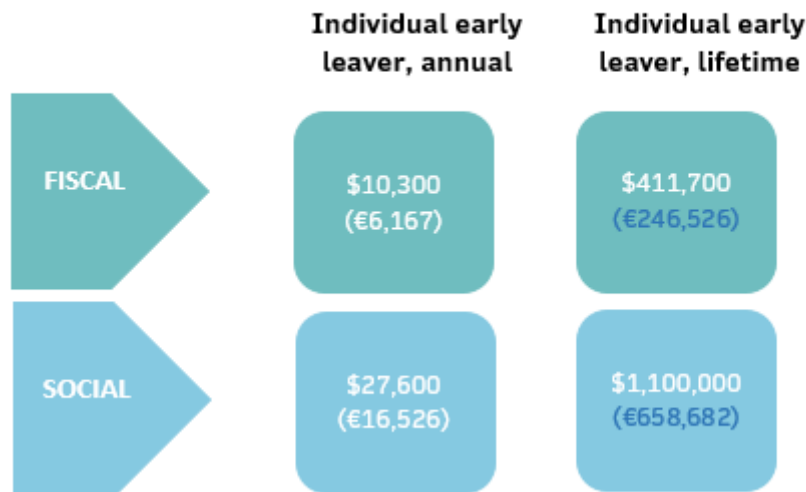
Areas in which costs of early school leaving are incurred – Australian Research



(Source: "Counting the costs of lost opportunity in Australian education"
Stephen Lamb and Shuyan Huo, Mitchel Institute Report No. 02/2017)

- The same research also suggested that a disengaged young person (a young person who has not re-engaged in education or training by the age of 24yrs, and therefore is less likely to do so), could incur a personal and social lifetime cost of almost €657,000 and contribute a cost to society of almost €247,000.

Disengaged young person - 24 yrs old (2014 net present value)

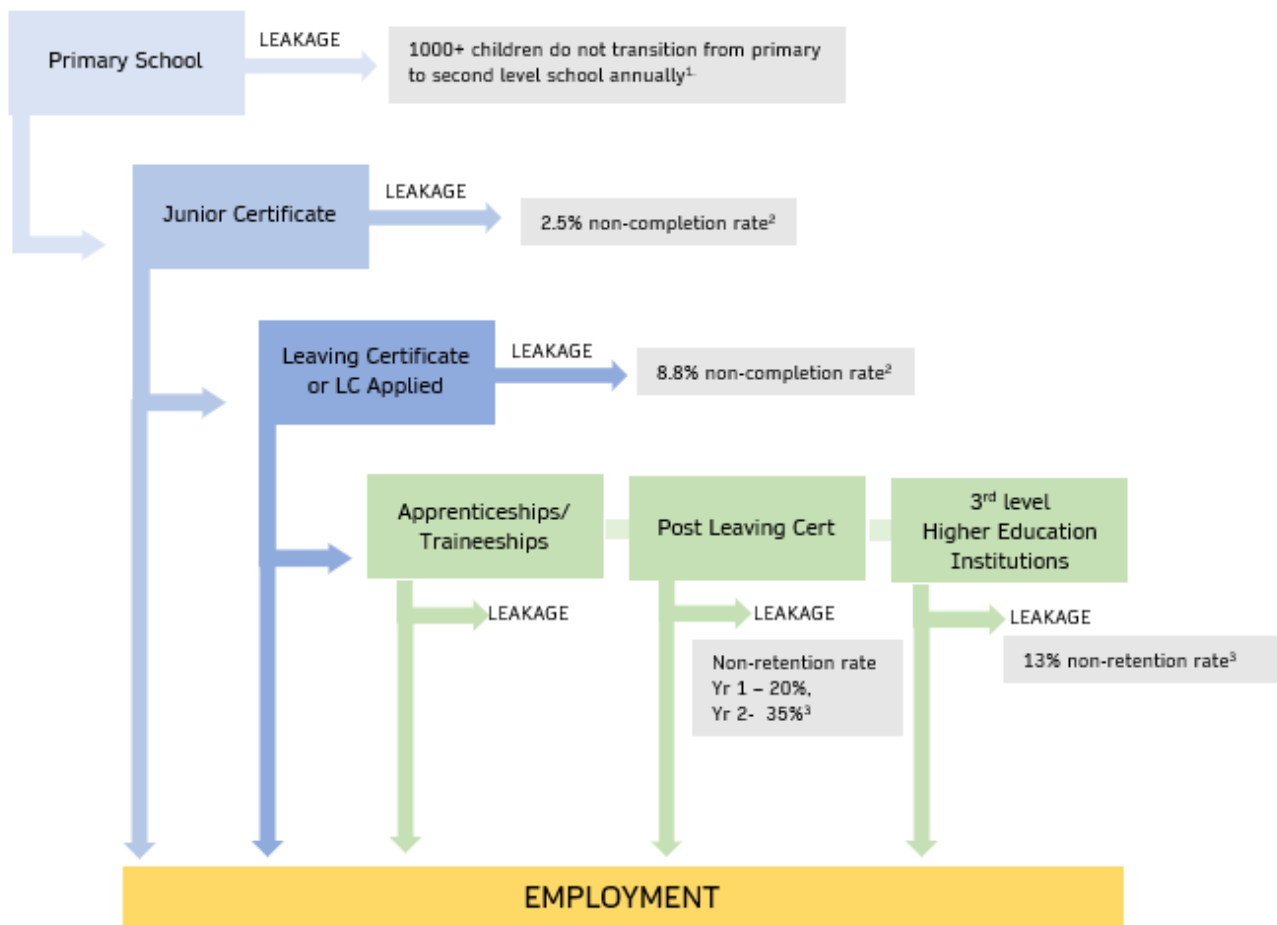


(Source: "Counting the costs of lost opportunity in Australian education"
Stephen Lamb and Shuyan Huo, Mitchel Institute Report No. 02/2017)

1.4 What youth service providers in the county tell us about the needs of NEET young people

- As part of this updated research the author engaged with 14 key stakeholders who are managing resources directed at youth in the county. Additionally, 16 youth workers from 13 projects across Co. Tipperary completed a survey designed to capture their perspectives of their engagement with NEET young people in the county at present.
- Young people may disengage from education at different stages according to their circumstances and challenges:
 - Some before completing the Junior Certificate
 - Some complete their Junior Certificate and leave prior to the Leaving Certificate
 - Others will complete their Leaving Certificate but may not progress to any further education, training, or employment
 - Finally, some young people will start but not complete further education (PLC, or 3rd level course), apprenticeship or traineeship
- The figure overleaf illustrates graphically the different points at which young people can leave education along with the indicators of scale where they are available.

Points of departure from mainstream education by young people



¹ Briefing 14: Education Disadvantage, Combat Poverty Agency 2003

² Retention rates of pupils at second level school – Entry cohort 2013, Nov 2020, DES

³ A Study of Progression in Irish Higher Education – 2016/17 to 2017-2018, HEA 2020

- There are a range of influencing factors which may play a role in a young person disengaging from education, employment or training. These can be largely categorised into 4 key areas which may lead to behavioural responses which add further complexity to the life of the young person:
 - Personal factors
 - Home Factors
 - Community Factors
 - School Factors
- These factors can have a compounding impact on the young person often contributing to a fifth area of behavioural response which the young person may exhibit in order to deal with some of their experiences which relate to the four factors listed above. These areas are illustrated in the figure overleaf.

Factors influencing a Young Person's disengagement in education, employment or training.



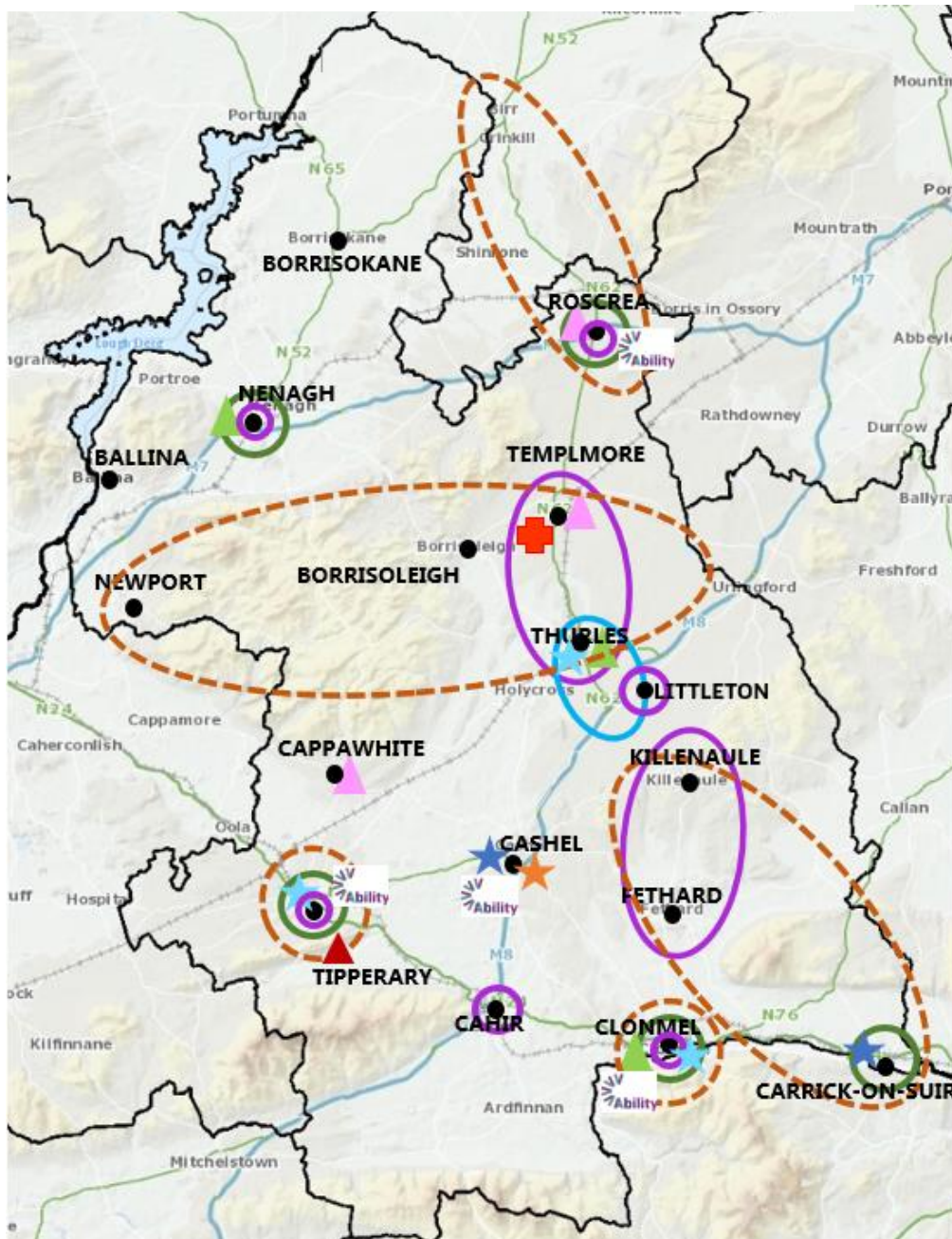
- Critical elements of any programme working with NEET young people include:
 - Adopting a youth work approach
 - Starting to support the young person where they are at
 - Supporting the young person and advocating on their behalf in order to deal with basic needs first
 - Incorporating one-to-one support first to build trust and a relationship, as well as gaining insight into what interests the young person before going anywhere near the area of education or training
 - Offering bespoke elements of support such as counselling, literacy support, to again deal with the specific challenges of the young person
 - Having the capacity to work for as long as is necessary to help the young person make progress

1.5 Existing structures of support in County Tipperary

- At present there are a number of support initiatives available to young people in the county who find themselves out of education, training, and employment. Each has a slightly different structure, target age, format, and focus, in addition to the dimension of their location in the county. These include:
 - 3 YouthReach Centres : Cappawhite, Templemore and Roscrea
 - 3 Community Training Centres: Clonmel, Nenagh and Thurles
 - 4Real Youth Employability Initiative – Tipperary town
 - Ability Programme – 3 programmes in the county

- South Tipperary Development Company through SICAP is planning a NEET-focused programme for 2021 located in Carrick-on-Suir
- The map below illustrates the location of existing supports including targeted youth services:

Existing supports including targeted youth services.



Youthreach	▲	UBU Youth Projects	○
Community Training Centres	▲	Garda Youth Diversion Programme	○
Youth Employment Project	▲	Traveller Youth Project	○
Youth Information	★	Family Support Project	+
Mid Tipperary Drugs Initiative	★	Ability Programme (YWI – county wide)	Ability
Neighbourhood Youth Project	★	LGBTI + and outreach – county wide	+
School Completion Projects	---	Rural Outreach Project UBU – county wide	

1.6 The impact of COVID-19

- Both nationally and locally there have been many negative impacts of the COVID-19 pandemic on the lives of young people especially those on the fringes who were already vulnerable before COVID-19 hit.
- Media reported on research confirming the challenges for young people brought about by the implications of several lockdowns:
 - Loneliness and social isolation
 - Deteriorating mental health
 - More time spent on social media
 - Lack of structure in the day
- In many cases the lives of NEET young people are very complex with a lot experiencing a combination of factors which make their lives even more difficult, as some illustrated by youth service stakeholders and employees identified in the quotes below:

"The message for everyone was to stay at home and stay safe, but for some young people home is not a safe place!"

"Those on the margins are now even further out on the margins."

"The huge worry is that the drop-out rate from further education will increase due to the online learning. Many young people who are living in chaotic households and have no access to appropriate devices will struggle to continue to participate on-line. Many young people use PLC/community education as an escape route from these households."

- Youth service stakeholders further confirmed these national findings with feedback on local impacts of COVID-19 experienced by the young people they are engaging with including:
 - Deteriorating mental health
 - Increased anxiety levels and panic attacks
 - Greater sense of hopelessness
 - Inability to cope
 - Changes in behaviour and increases in non-supportive habits such as consumption of alcohol, drugs and risk-taking behaviour
 - Reduced levels of motivation
 - Lower levels of engagement in school, training, PLC or third level education or non-return to same
 - Loss of employment – full time or part time
 - Not as many training opportunities- courses cancelled, deferred, or reduced in capacity.
 - Challenges in engagement with young people by specific services i.e GYDP

- Delays in accessing services due to delays in processing paperwork and remote working by staff
- Increased impact of poverty, financial and technological
- Challenges of being locked down in a chaotic household
- Instability of living arrangements, threat of homelessness or homelessness.

1.7 Interventions considered important by youth services and stakeholders to support NEET young people

- Youth service stakeholders suggested a number of different interventions that were needed to effectively support NEET young people in the county including:
 - Targeted Employability Programmes in different locations in the county
 - Transition support from employability programmes to employment/training/education and from school to employability programmes/PLC
 - Additional supports around mental health, job preparation (jobs club) under 18s, career guidance, literacy support, disability and awareness building of services available.
 - Tackling the issues of lack of local transport as a barrier to accessing pre-apprenticeships, traineeships and apprenticeships, where they don't occur in the locality of the young person.
- Additional suggestions which are wider than the remit of a NEET-focused employability programme included:
 - Dealing with homelessness of young people
 - Improving the quality of engagement of front-line services with young people
 - Working towards a more tolerant society which embraces difference, particularly in relation to attitudes towards and expectations of traveller young people.
 - Working in partnership with traveller advocates to identify role models from the Traveller Community and to gain better reach into this community.

1.8 Recommendations – Responding to the needs of NEET young people in the county.

- For any service providers considering proposing a NEET focused service a number of key elements are recommended on the basis of this research:
 - Additional supports for older NEETs – 20-24yrs old
 - Reaching out to support young people
 - Advocacy support
 - Inclusion of additional supports for tackling mental ill-health, addiction and self-care issues
 - Providing a focus on personal development prior to working on qualifications.
 - One-to-one support
 - Zoning in on education and training that is of interest to young people.
 - Longer programmes of engagement
 - Additional onward transition support
 - Potential partnership approach with activists from the Traveller Community, within programme
 - Supporting the development of young parents

- Maintaining specific supports to help young people with a disability progress towards contributing in the workplace
 - Additional funding required to overcome specific barriers i.e. transport
 - Programme flexibility
 - Pre-NEETs need programmes of support
- In considering where in the county NEET focused services are required there are a number of factors to be considered including:
 - Number of young people living in very disadvantaged areas
 - Number of young people living in disadvantaged areas
 - Number on Live Register at local SW office
 - Number of young people that did not progress to 3rd level from local school
 - The presence of a DEIS supported Primary or Post Primary school locally
 - Presence of existing employability/training services and the age they cater for
 - Presence of a youth service in the area
 - Access to local PLC, apprenticeships, traineeships
 - Evidenced need first-hand by local youth services
 - The table overleaf summarises some of the key information available on a geographic basis which contributes to creating a rationale for NEET support in specific areas of the county. It focuses on the following datasets:
 - Projected number young people aged 16-24 yrs in 2021 by the electoral division(s)
 - Projected number of young people aged 16-24 yrs in the small areas within the electoral division living in areas classified as very disadvantaged including the number living in small areas classified as disadvantaged
 - Number of 18–24-year-olds on the Live Register at the local social welfare office
 - Number of young people that did not progress to third level from the local post primary schools
 - List of existing staff-led youth service provision in the area
 - A score for each area has been calculated to represent the volume of young people potentially at risk of non-progression in education, training or employment. This has been calculated by adding up the following figures:
 - Number of young people living in **very disadvantaged areas**
 - Number of young people living in **disadvantaged areas**
 - Number on **Live Register** at local SW office (Dec '20)
 - Number of young people that **did not progress to 3rd level** 2019
 - Each area once scored was ranked in order to provide a basis for prioritising areas in most need of interventions in relation to NEETs. A secondary calculation was worked to translate the score into percentage of the total number of young people in this area. Both are presented in the table overleaf and the table is ordered starting with the areas with the highest number of potentially at-risk young people which gives some indication about the scale of the potentiality of NEETs across the county. Appendix 6 contains the same list organised according to the ranking of each area's score as percentage of the total local population of young people aged 16-24yrs.

Key information suggesting areas of priority for employability supports for NEET Young People

Town/Area ED	2021 Projected No of 16- 24 yr olds	Current Service Provision	SCORE	RANK by potential number of YP at risk	RANK by potential YP at risk as % of all YP
Clonmel Rural Urban W Urban E	1,632	<ul style="list-style-type: none"> 1 DEIS post primary school 3 non-DEIS post primary schools School Completion Programme Community Training Centre GYDP UBU Youth Information Service 	811 (50%)	1	5
Thurles Urban Rural Littleton	1,248	<ul style="list-style-type: none"> 1 DEIS post primary school 3 non-DEIS post primary schools School Completion Programme Community Training Centre Youth Traveller Project UBU Youth Information service with Templemore 	590 (47%)	2	6
Killenaule Buolick New Birmingham Farranrory Ballingarry Mullinahone Drangan Peppardstown Greystown Fethard	917	<ul style="list-style-type: none"> 2 DEIS post primary school 1 non-DEIS post primary schools School Completion Programme UBU Youth Project Youth Traveller Project 	514 (56%)	3	3
Roscrea	774	<ul style="list-style-type: none"> 0 DEIS post primary school 2 non-DEIS post primary schools School Completion Programme Youthreach GYDP UBU Youth Project 	477 (62%)	4	1
Tipperary Town Urban East Urban West Rural	747	<ul style="list-style-type: none"> 1 DEIS post primary school 2 non-DEIS post primary schools School Completion Programme GYDP Youth Information Service UBU Youth Project 4Real Youth Employability Project 	463 (62%)	5	2
Carrick-on-Suir Urban Rural Carrickbeg	817	<ul style="list-style-type: none"> 2 DEIS post primary school 1 non-DEIS post primary schools School Completion Programme GYDP Neighbourhood Project 	424 (52%)	6	4

Town/Area	2021 Projected No of 16- 24 yr olds	Current Service Provision	SCORE	RANK by potential number of YP at risk	RANK by potential YP at risk as % of all YP
Nenagh West Urban East Urban Rural	1,126	<ul style="list-style-type: none"> 0 DEIS post primary school 3 non-DEIS post primary schools Community Youth Employment Initiative GYDP 	402 (36%)	7	7
Templemore Templetouhy	305	<ul style="list-style-type: none"> 1 non-DEIS post primary schools School Completion Programme Family Support Programme YouthReach UBU Youth Project 	142 (25%)	8	8
Cashel Urban Rural	576	<ul style="list-style-type: none"> 2 non-DEIS post primary schools Neighbourhood Project Mid Tipperary Drugs initiative 	88 (15%)	9	10
Newport	347	<ul style="list-style-type: none"> 1 DEIS post primary school 1 non-DEIS post primary schools School Completion Programme 	77 (22%)	10	9
Cahir Kilcommen Ardfinnan	478	<ul style="list-style-type: none"> 1 non-DEIS post primary schools UBU Youth Project 	22 (5%)	11	11

2. BACKGROUND

This needs analysis has been prepared by Ruth Daly of Sort-it for Tipperary ETB and relates to the provision of support services for young people aged 16-24yrs who are not in education, employment, or training (NEETs). It is an update to a similar report prepared in 2018 for Tipperary ETB and is informed by:

- ➔ Statistics generated by the CSO Census 2016 and CSO Statbank.
 - ➔ Pobal Maps.
 - ➔ Statistics generated by Department of Education and Skills.
 - ➔ Tipperary CYPSC Evidence Baseline Report 2017.
 - ➔ Feedback from youth service providers in Co. Tipperary in December 2020.
 - ➔ Feedback from Key Stakeholders in Co. Tipperary, December 2020.
 - ➔ A list of those who contributed to this report is contained in Appendix 1.
- The target cohort of young people are in the age range of 16-24yrs old and who may belong to one or more of the following categories:
 - Are not in education
 - Are not in training
 - Have not recently or previously engaged in local training or employment programmes
 - Are considered unlikely to engage in other initiatives.
 - Are deemed not to have reached their full potential and require further development of their soft skills to improve their employability or chances of engaging in another programme.
 - Are Unemployed or underemployed

3. YOUNG PEOPLE AGED 16-24 YRS IN CO. TIPPERARY

3.1 Population and distribution of young people in Co. Tipperary

Table 1: Population of Young People in Co. Tipperary - 2016

Sociodemographic Information	Ireland	% of Irish total population	County Tipperary	As a % of County total population	As a % of Irish population
Total Population (all ages)	4,761,865	100%	159,553	100%	3.35%
Population aged 16 - 24 years	514,809	10.8%	16,010	10.0%	3.1%

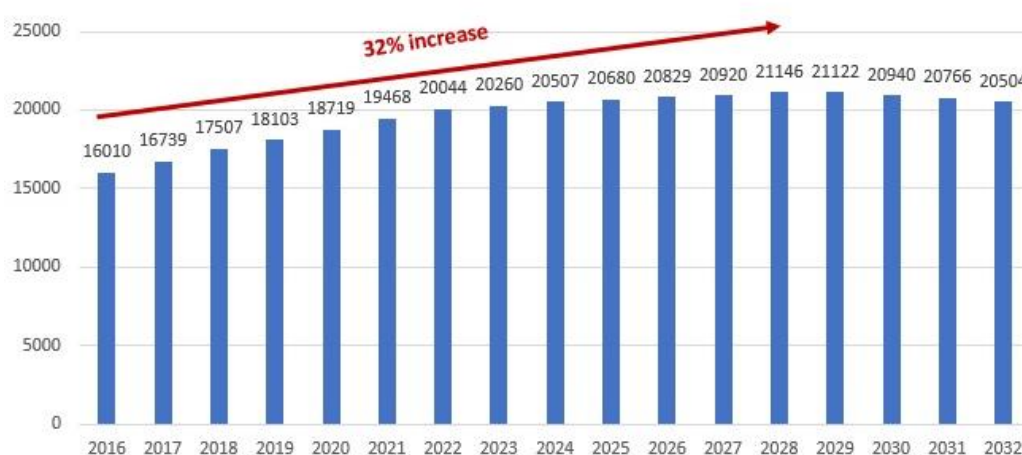
(Source: Census 2016)

According to Census 2016, Co. Tipperary has a total population of 159,553 people, with young people aged 16-24yrs making up 10% (16,010) of the total, which is slightly less than the proportion in the State (10.8%). Within the county there are 175 electoral divisions (EDs), with just under half of the total population **(47.7%) of 16-24yr olds living in 23 electoral divisions.**

3.1.1 Projected numbers of young people aged 16-24 yrs in 2021.

The 2016 Census data is now almost 5 years old. Therefore, it is appropriate to examine this data set in order to estimate the number of 16-24yr olds in the county in 2021 using just the 2016 Census data and acknowledging that we cannot adjust for immigration into the county, emigration from the county, or deaths. From this standpoint the number of young people in the age category 16-24 yrs is likely to increase by 32% over the next ten years to a peak in 2028, with the numbers showing a decrease after that, as depicted in the graph below.

Figure 1: Projected number of 16-24yr olds in Co. Tipperary, 2016-2032



(Source: CSO 2016)

In 2021, the number of young people in the age cohort of 16-24 yrs in Co. Tipperary is estimated to be in the region of **19,468** an increase of 3,458 on 2016 figures. The table overleaf illustrates the electoral divisions with a projected number of 16-24yr olds in 2021 of over 150, and the change that has occurred since 2016. From this one can see that there are potentially 30 electoral divisions (an increase from 23 in 2016) with a population of 150+ young people in this age category

in the county. These have been put into localised clusters in order to clearly identify which parts of the country have seen the greatest population changes relevant to youth services in general and in relation to services targeting NEETs.

Table 2: Localised clusters of electoral divisions in Co. Tipperary with the highest projected numbers of young people aged 16-24yrs in 2021

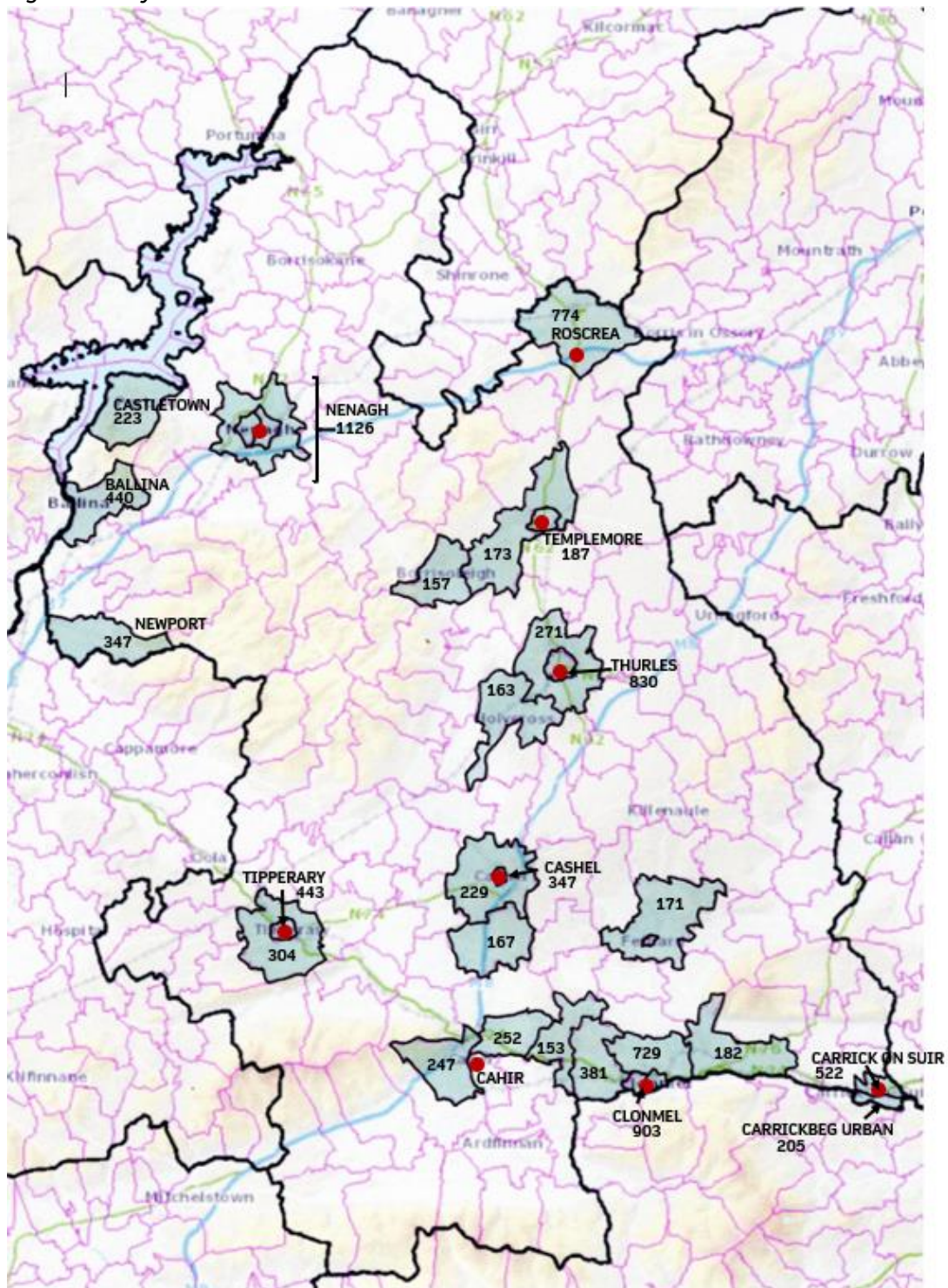
ED Name	Total Population 2016	2016 Census No. 16-24yr olds	Projected No. of 16-24yr olds in 2021	Difference +/-	Cluster total (Cluster increase)
1. Clonmel Rural	5652	609	729	120	2847 (+287)
2. Clonmel East Urban	3963	353	354	1	
3. Clonmel West Urban	5563	553	549	-4	
4. Kilsheelan/Killaloan	1436	136	182	46	
5. Ballyclerahan	1082	153	153	0	
6. Kilcommon	2117	229	247	18	
7. Inishlounaght	3348	340	381	41	
8. Mortlestown	1777	187	252	65	
9. Thurles Urban	6814	771	830	59	1264 (+93)
10. Thurles Rural	2314	258	271	13	
11. Holycross	1403	142	163	21	
12. Nenagh Rural	1870	207	228	21	1126 (+131)
13. Nenagh West Urban	5481	480	552	72	
14. Nenagh East Urban	3175	308	346	38	
15. Ballina	3124	275	440	165	1010 (+347)
16. Newport	2949	225	347	122	
17. Castletown	1470	163	223	60	
18. Roscrea	6305	699	774	75	774 (+74)
19. Cashel Rural	2971	253	347	94	743 (+137)
20. Cashel Urban	2412	245	229	-16	
21. Killeenasteena	692	108	167	59	
22. Tipperary Rural	2143	239	304	65	747 (+90)
23. Tipperary West Urban	1819	178	166	-12	
24. Tipperary East Urban	2409	240	277	37	
25. Carrick-On-Suir Urban	4398	468	522	54	727 (+106)
26. Carrickbeg Urban	1496	153	205	52	
27. Templemore	1946	202	187	-15	517 (+36)
28. Drom	1169	122	173	51	
29. Borrisoleigh	1215	157	157	0	
30. Peppardstown	1393	146	171	25	171 (+25)
	83906	8599 (10.2%)	9926	1327	
		10.2	11.8%		

- The area showing the biggest increase in population of 16-24yr olds is in the west of the county - electoral divisions Ballina + 167, Newport +122.
- The largest cluster of young people aged 16-24yrs occurs in the south of the county running from Cahir to Clonmel and a little bit further Carrick on Suir. This corridor of electoral divisions accounts for a projected figure of 36% of all 16-24yr olds in 2021.

Map 1 overleaf identifies the 30 electoral divisions mentioned above offering the total projected number of 16-24yr olds in 2021.

These changes in distribution of 16-24yr olds have implications for the level of youth service provision in place and its capacity in these highlighted areas in the south and the west of the county. Appendix 2 illustrates a full listing of all electoral divisions in the county with the Census 2016 number of 16-24yrs olds and the projected numbers of 16-24yr olds in 2021 while Appendix 3 highlights the 30 electoral divisions with the highest projected number (150+) as depicted in Map 1 below.

Map 1: Electoral divisions in Co. Tipperary with the highest projected numbers of young people aged 16-24yrs



(Source: CSO 2016)

3.2 Deprivation levels across the county

The deprivation scores as developed by Haase & Pratschke, are based upon 10 measurements from the Census and produce two overall deprivation scores – Relative deprivation and Absolute deprivation. The relative score is used when comparing deprivation between areas and the absolute score is used when comparing the score of locations over time. The relative deprivation score is used in this instance to compare different areas in Co. Tipperary over the same timeframe.

Relative deprivation scores are given on a scale of **Over +30 to Below -30**, where the average is a zero score. The deprivation score for the whole of Ireland is **+0.6**, and for Co. Tipperary is **-3.39** placing the county as a whole in the “*Marginally below average*” category.

The table below illustrates the numbers of electoral divisions in Tipperary that fall into each deprivation category, the general population numbers, and the numbers of 16-24 yr olds in each deprivation category.

Table 3: Deprivation levels in Co. Tipperary by electoral divisions

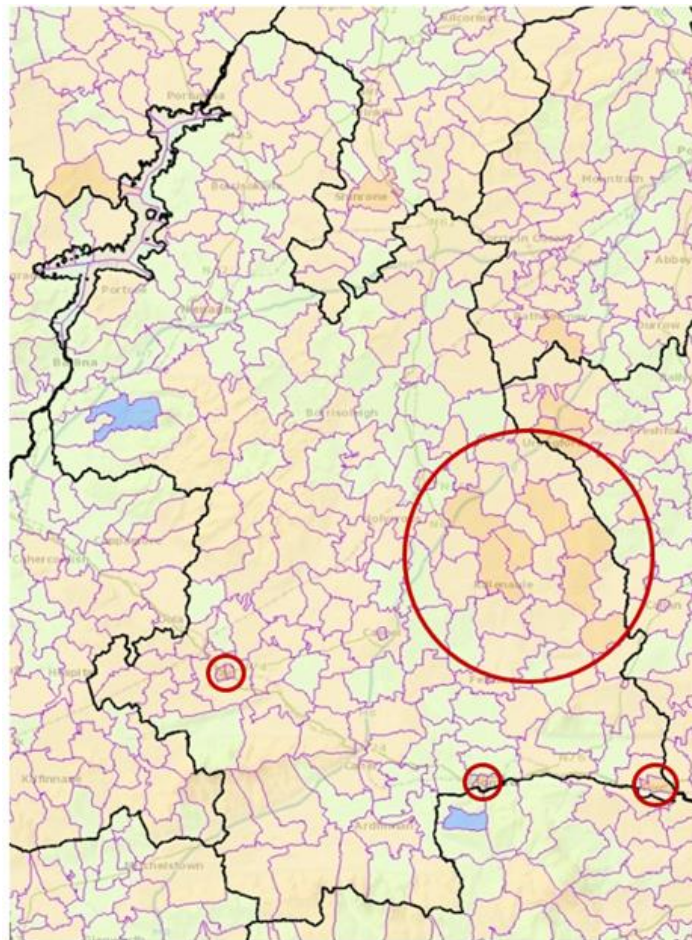
Relative Index Score	Colour & Label on Map	Co. Tipperary				
		Number of electoral divisions	Population size	% of total population	Projected Population of 16-24yr olds in 2021	Projected % of all 16-24yr olds
Over 30	<i>Extremely affluent</i>	Zero	-	-	-	-
20 to 30	<i>Very affluent</i>	Zero	-	-	-	-
10 to 20	<i>Affluent</i>	1	457	0.3%	55	0.3%
0 to 10	<i>Marginally above average</i>	61	48,386	30.3%	6,281	32.3%
0 to -10	<i>Marginally below average</i>	102	91,167	57.1%	10,960	56.3%
-10 to -20	<i>Disadvantaged</i>	11	19,543	12.2%	2,172	11.2%
-20 to -30	<i>Very disadvantaged</i>	Zero	-	-	-	-
Below -30	<i>Extremely disadvantaged</i>	Zero	-	-	-	-
Total		175	159,553		19,468	

(Source: Pobal Maps 2016)

- A total of 64.5% of all electoral divisions in Co. Tipperary, have negative relative deprivation scores (below zero).
This equates to a corresponding population of 110,710 (**69.3% of the total population of the area**), living in areas of the county that are designated as having below average deprivation levels compared with **47.9%** for the State as a whole.
- There are **11 electoral divisions** with a recorded deprivation level in the “*Disadvantaged*” category (-10 to -19), which have a combined population of **19,543** across all age groups and includes a projected number of **2,172** 16-24yr olds in 2021.

Map 2: Deprivation Classification by electoral division

The map below illustrates the deprivation classification of Co. Tipperary electoral divisions – the majority being light yellow – *Marginally below average*, with the biggest concentration of more deprived electoral divisions visible in the mid-east of the county around Killenaule area – coloured Medium Yellow.



(Source: Pobal Maps Census 2016)

3.2.1 Electoral divisions with the highest levels of deprivation and highest projected numbers of 16-24yr olds in 2021.

Using the projected numbers of 16-24 yrs in 2021, it can be seen that the number of young people living in these disadvantaged electoral divisions has potentially increased by 178, as outlined in the table overleaf.

The electoral divisions with the greatest levels of deprivation lie in the southern part of the county. Combining this data with the numbers of young people 16-24yrs resident in these areas provides a suggestion of one lens through which the location of additional support for NEETs may be considered. Appendix 3 contains the full listing of electoral divisions in Co. Tipperary ordered by deprivation score and classification.

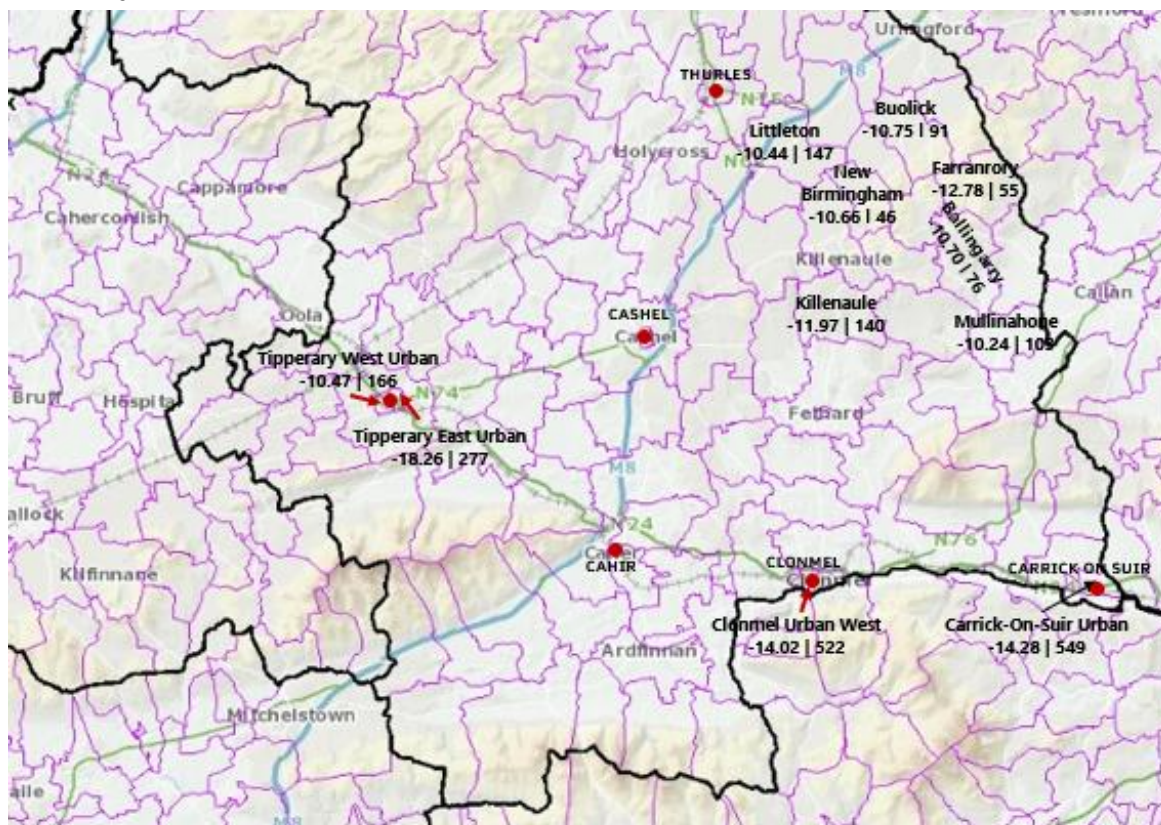
The map overleaf also graphically highlights the position of these electoral divisions in the south of the county with their deprivation score and projected number of young people in the 16-24yr old age bracket in 2021.

Table 4: Electoral divisions with highest deprivation levels and numbers of young people aged 16-24yrs

ED ID	Name of electoral division	Deprivation Score 2016	Deprivation Classification	Total Population 2016	Population of 16-24 yrs olds	Projected population of 16-24yr olds 2021
23087	Tipperary East Urban	-18.26	DISADVANTAGED	2409	240	277
23083	Carrick-On-Suir Urban	-14.28		4398	468	522
23086	Clonmel West Urban	-14.02		5563	553	549
23145	Farranrory	-12.78		482	45	55
23109	Killenaule	-11.97		1150	127	140
23143	Buolick	-10.75		621	61	91
23141	Ballingarry	-10.70		708	65	76
23151	New Birmingham	-10.66		432	43	46
23088	Tipperary West Urban	-10.47		1819	178	166
22071	Littleton	-10.44		1102	124	147
23150	Mullinahone	-10.24		859	90	103
	16-24yr olds in “Disadvantaged” electoral divisions				1,994	2,172

(Source: Census 2016)

Map 3: Electoral divisions with highest deprivation levels and numbers of young people aged 16-24yrs.



(Source: Pobal Maps Census 2016)

3.2.2 Deprivation Levels by Small Area

Examining the deprivation levels by electoral division only gives one view of the areas of the county in the greatest need and also the areas where it is most likely that the highest proportion of young people falling into the NEETs category will live. It is also important to look at deprivation in the small areas which make up each electoral division. There are a total of 633 small areas in Co. Tipperary.

Table 5: Deprivation levels in Co. Tipperary by Small Area

Relative Index Score	Colour & Label on Map	Co. Tipperary				
		Number of Small Areas	Population size	% of total population in Co. Tipperary	Projected population of 16-24 yr olds in 2021	Projected % of all 16-24yr olds
Over 30	Extremely affluent	Zero	-		-	0
20 to 30	Very affluent	1	266	0.2%	50	0.3%
10 to 20	Affluent	16	4,694	2.9%	623	3.2%
0 to 10	Marginally above average	198	53,785	34%	4,852	35%
0 to -10	Marginally below average	283	71,163	45%	8,398	43%
-10 to -20	Disadvantaged	114	24,764	16%	2,751	14%
-20 to -30	Very disadvantaged	21	4,881	3.1%	669	3.5%
Below -30	Extremely disadvantaged	Zero	-		-	-
Total		633	159,553	100%	19,350	21.1%

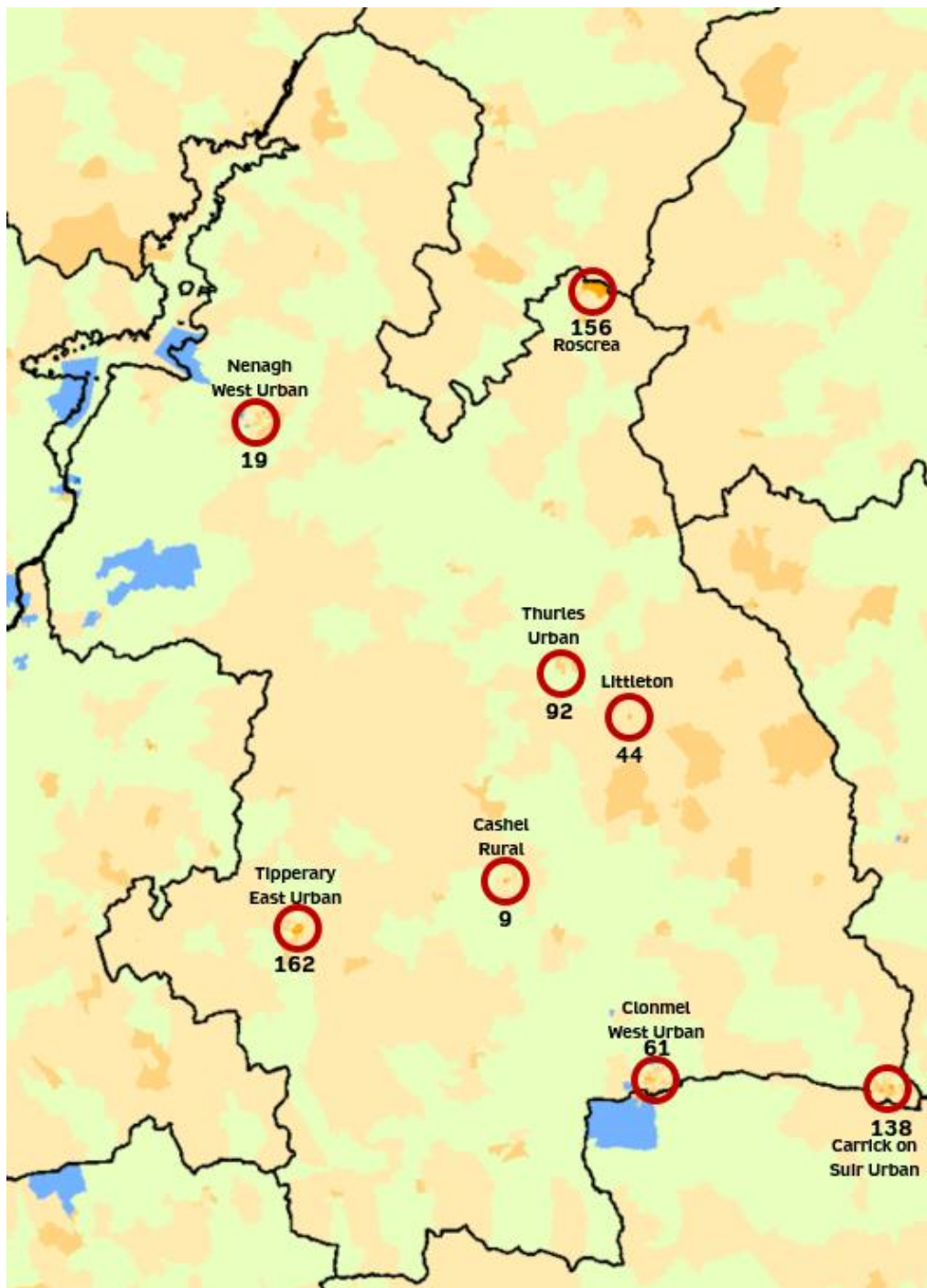
(Source: Pobal Maps Census 2016)

The map overleaf, illustrates the small areas within the county according to deprivation classification.

One can immediately see that there are pockets of the area colour coded Orange – “Very Disadvantaged” widely dispersed across the county, but generally falling into clusters which are highlighted by the red circles. For each “Very Disadvantaged” small area, the projected number of young people aged 16-24 yrs has been calculated and annotated.

There are 21 small areas designated as very disadvantaged (score of -30 to -20) with a total projected population of 669 16-24yr olds in 2021 as illustrated in the table on page 28.

Map 4: “Very disadvantaged” small areas



(Source: Pobal Maps 2016)

NOTE: Areas with a “Very Disadvantaged” deprivation designation are depicted in RED with the corresponding number of young people resident there.

Table 6: Number of young people aged 16-24rs living in the most deprived small areas in in Co. Tipperary

Small Area ID	Within ED	Deprivation Score 2016	Deprivation classification	Projected no. of 16-24 yr olds	Total projected 16-24 yr olds in 2021
217164008	Tipperary East Urban	-26.39	VERY DISADVANTAGED	43	162
217164006	Tipperary East Urban	-23.96		51	
217164004	Tipperary East Urban	-23.95		25	
217164007	Tipperary East Urban	-22.74		18	
217164011	Tipperary East Urban	-21.18		8	
217164005	Tipperary East Urban	-20.52		17	
217152019	Roscrea	-23.14		44	156
217152010	Roscrea	-23.05		25	
217152015	Roscrea	-22.36		38	
217152018	Roscrea	-21.08		49	
217041018	Carrick-on-Suir Urban	-25.08		19	138
217041001	Carrick-on-Suir Urban	-23.54		12	
217041008	Carrick-on-Suir Urban	-22.22		37	
217041013	Carrick-on-Suir Urban	-21.43		58	
217041004	Carrick-on-Suir Urban	-20.35		12	
217056008	Clonmel West Urban	-25.48		25	61
217056006	Clonmel West Urban	-23.58		36	
217121004	Littleton	-28.50		44	44
217045005	Cashel Rural	-25.35		9	9
217136019	Nenagh West Urban	-25.00		19	19
217162017	Thurles Urban	-20.91		92	92
TOTAL				669	669

(Source: Census 2016)

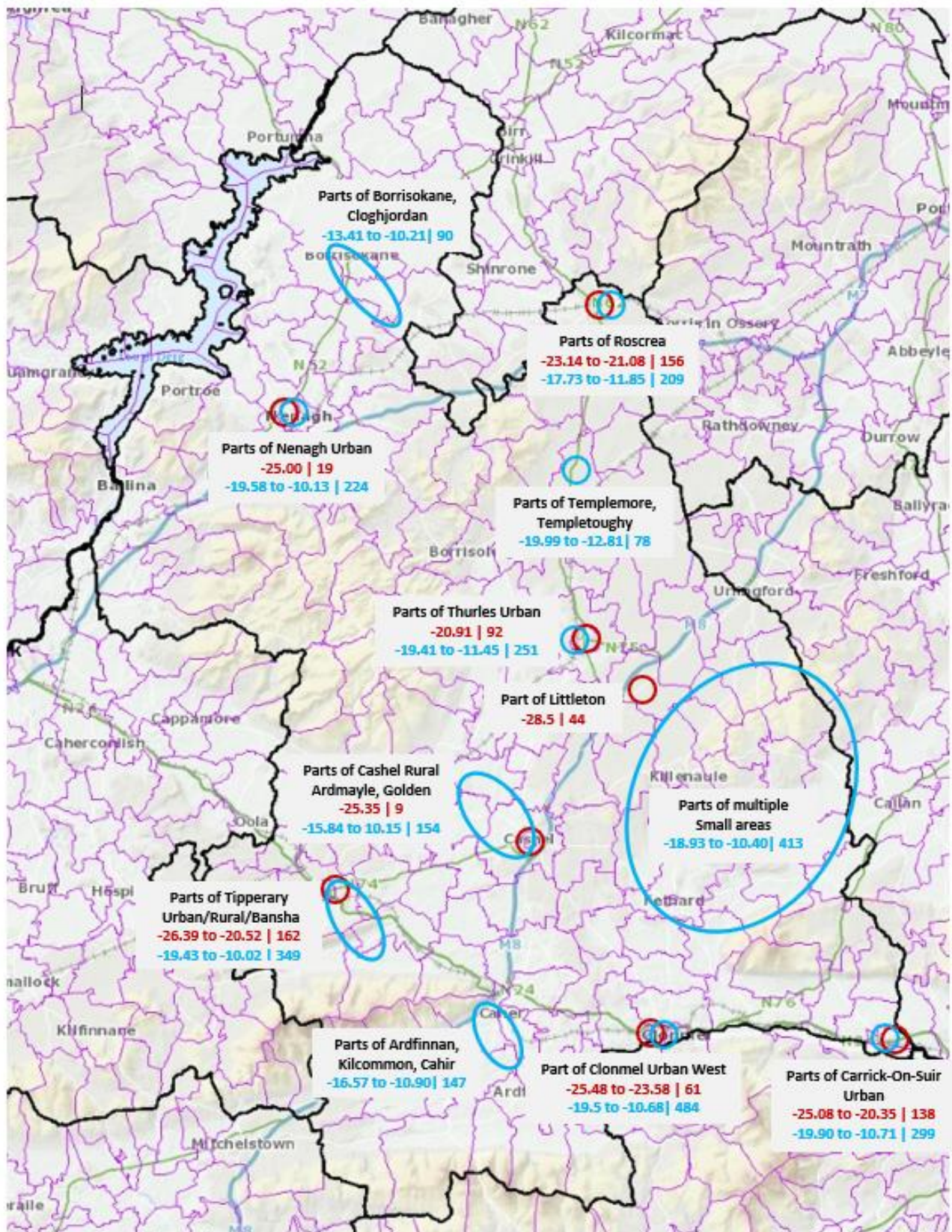
Additionally, there are another 39 small areas that are designated as disadvantaged (score of -20 to -10) with an associated population of young people of 2,751. Young people in small areas that are classified as disadvantaged or very disadvantaged, account for 17.5% of the total 16-24 yr old population in the county. Appendix 4 contains a list of Small Areas organised into clusters, with associated deprivation scores and corresponding projected numbers of young people aged 16-24yrs in 2021.

Analysis of these small areas on a map points to the characteristic of isolated pockets of deprivation in this rural county where population is highly dispersed across and town and village catchments. This adds to the challenge of all manner of statutory service delivery. Map 5 overleaf illustrates the areas where the most significant levels of deprivation exist. Map 5 illustrates the range of deprivations scores (Very Disadvantaged in RED and Disadvantaged in BLUE) with the correlating numbers of young people aged 16-24 yr old in each deprivation level.

Note - the rationale for highlighting the population of young people in the areas of highest deprivation falls in line with feedback from stakeholders and service providers working with youth, that there is a greater likelihood of young people from areas of high deprivation disengaging with mainstream schooling and leaving school early.

Therefore, it follows that there may be a higher level of need in these areas for interventions which address the needs of early school leavers and the effort to re-engage them in education, training, or employment progressions.

Map 5: Projected population of young people aged 16-24rs living in small areas classified as “Disadvantaged” and “Very Disadvantaged”



(Source: Pobal Maps 2016)

NOTE: Areas with a “Very Disadvantaged” deprivation designation are depicted in RED
Areas with a “Disadvantaged” deprivation designation are depicted in BLUE

4. ESTIMATING THE NUMBER OF NEET YOUNG PEOPLE IN THE COUNTY

There is no one single category of data in the Census or elsewhere which captures comprehensively the category we call NEETs in the age bracket 16-24 yrs.

There are a number of sources of data which give us an insight into the potential numbers in this category in the county, and these include:

- School retention rates – 2013-2018.
- Early School Leavers data – 2010/2011 to 2011/12.
- School Completers Data – 2010/11.
- Highest level of educational attainment (15-24yr olds) – 2016.
- Progression to Third Level, 2019.
- Principal economic status – 2016.
- Live register (18-24 Yrs) – 2020.

4.1 School Retention Rates: 2013 cohort leaving in 2018-19

A 2016 report from the Department of Education and Skills, presented an analysis of the cohort of pupils who entered the secondary school system in 2013 and left in either 2018 or 2019. The research tracked the pupils from their entry point to Junior Cert and on to Leaving Cert. The resulting national retention rates are illustrated in the table below:

Table 7: Retention Rates of pupils in Second Level Schools in Co. Tipperary

2013 Entry cohort	Males	Females	Total
Retention to Leaving Cert by gender	89.5%	92.8%	91.2%
School sector	Voluntary	C&C	Vocational
Retention to Leaving Cert by school type	93.2%	90.0%	87.9%
School Designation	DEIS	Non-DEIS	All Schools
Retention to Junior Cert by school type	96.1%	97.9%	97.5%
Retention to Leaving Cert by school type	83.8%	93.1%	91.2%
Number of 2 nd level schools by designation in Co. Tipperary	7	23	30
Tipperary - 2013 Entry Cohort	Tipperary	State	
Retention to Junior Cert	98.2%	97.5%	
Retention to Leaving Cert	90.9%	91.2%	

Source: Department of Education & Skills – Retention Rates of pupils in second level schools – 2013 Cohort, 2020

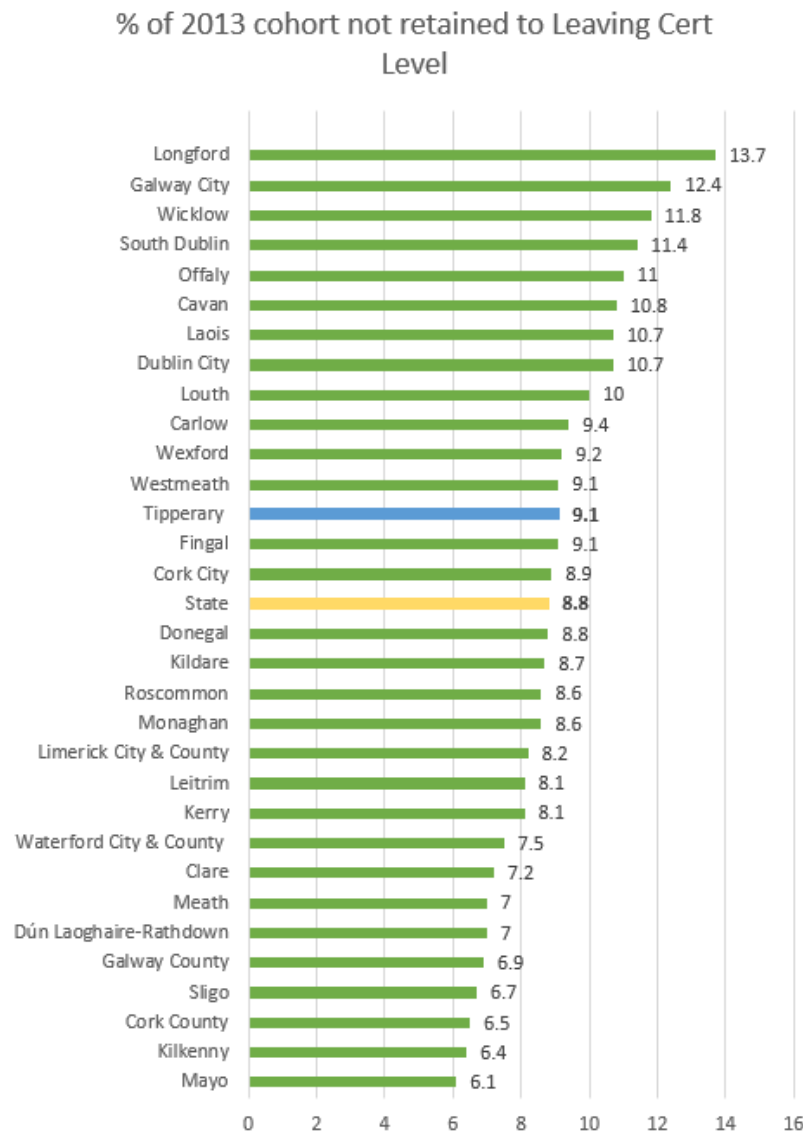
This data suggests that in Co. Tipperary annually in the region of **9%** of pupils may not complete their education to Leaving Certificate, with over **7%** of them dropping out between Junior Certificate and Leaving Certificate.

Nationally, there is also a lower retention rate in more disadvantaged schools - DEIS designated than non-DEIS schools.

The most recent data on school retention rates show that in Co. Tipperary 90.2% of young people are retained at school to Leaving Certificate level, which is slightly lower than the State figure of 91.2%. This places Co. Tipperary on equal ranking with Co. Westmeath and Fingal Council area

demonstrating the 12th highest level of young people who do not complete the Leaving Certificate retention rates in the county.

Figure 2: Retention Rates of Pupils at Second Level Schools by county



Source: Department of Education & Skills – Retention Rates of pupils in second level schools – 2013 Cohort, 2020

Deficits in this data:

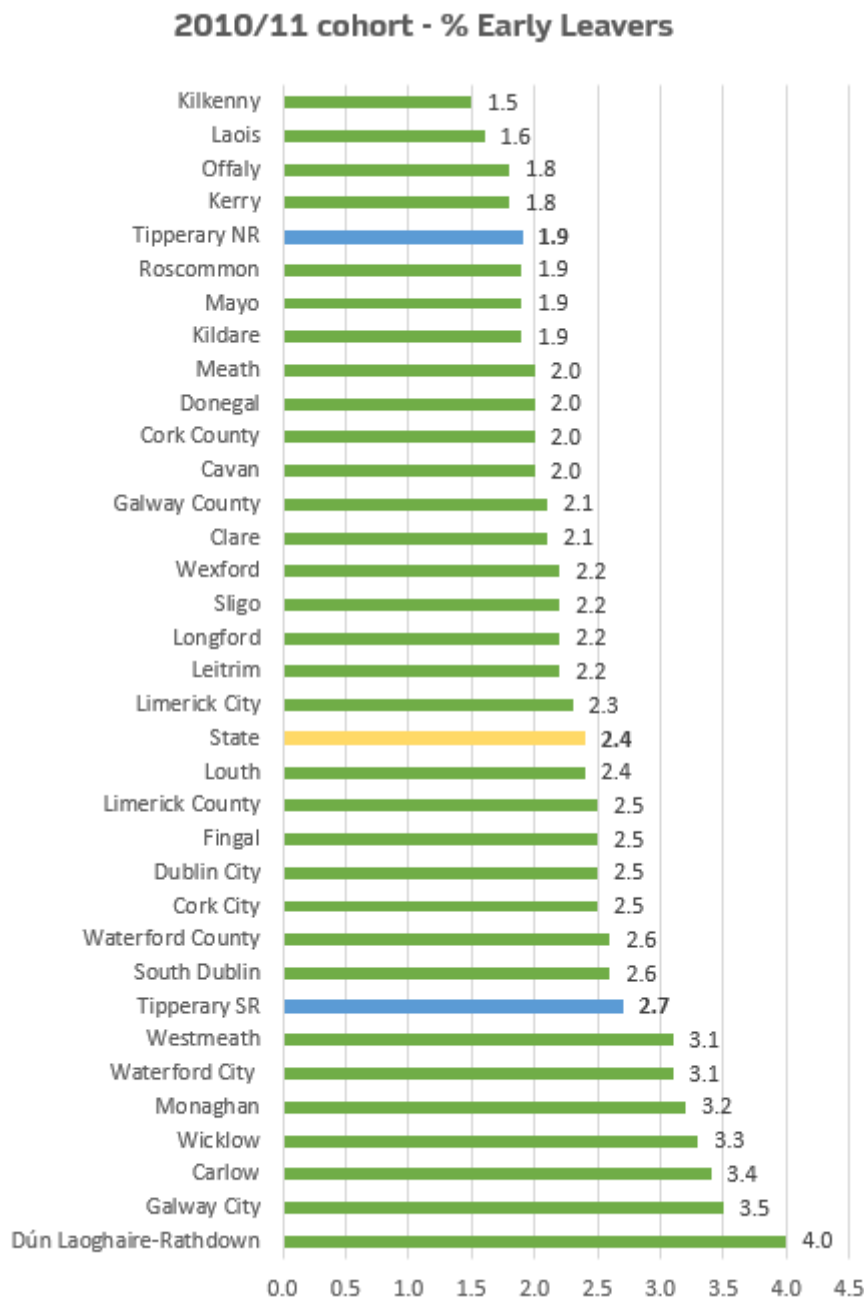
- a) Note from the report: “It should be noted that this report deals with retention within the State-aided schooling system only. It does not take account of important educational pathways outside this system, such as Youthreach and apprenticeship training. In effect, pupils leaving school to undertake these programmes are treated as Early School Leavers for the purposes of this analysis. It seems reasonable to assume that the ‘true’ retention rate, comparable to completion of upper second-level education (equivalent to NFQ levels 4,5 and 6 Advanced), is higher than that shown in the table above, when participation in apprenticeship, out-of-school programmes, and other training within the first year of leaving school is considered
Source: Department of Education & Skills – Retention Rates of pupils in second level schools – 2009 Cohort, 2016.

- b) This data focuses on young people of school going age only.

4.2 Early School Leavers: 2010/11 cohort

The most up-to-date data on Early School Leavers available from the Department of Education & Skills, is based on those who were enrolled during the year 2010/11 but were not enrolled during the year 2011/12.

Figure 3: Percentage of early school leavers by county



Source: Department of Education & Skills – Early School Leavers – What Next, 2016

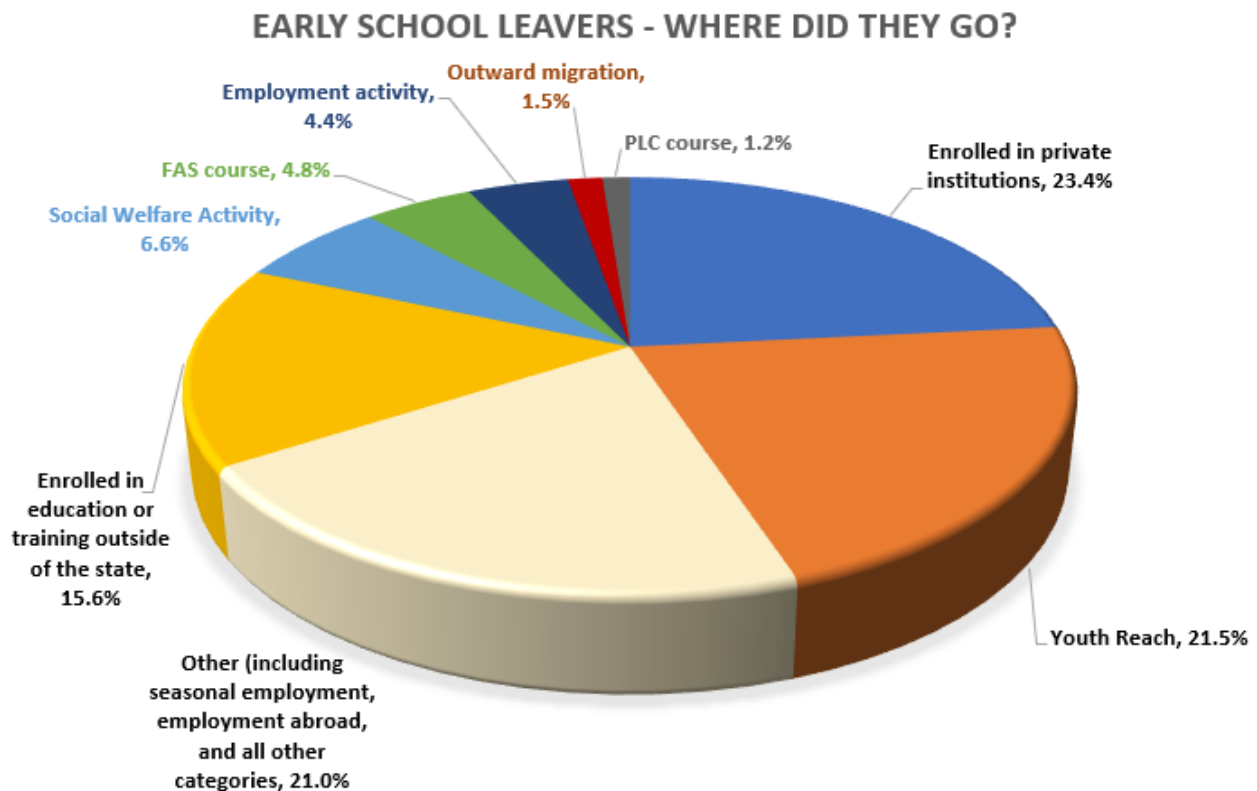
From this data it can be seen that the figure for Co. Tipperary is given for Tipperary North (**1.9%**) and Tipperary South (**2.7%**), with the national figure sitting between both at **2.4%**.

Making the assumption that early school leaving trends have held steady since the 2010/2011 cohort we can consider applying these percentages to the most recent school enrolment figures

available for 2019/20 of 13,786 learners for the county, and applying the whole county average of **2.3%**, this suggests that (without any factoring for the COVID effect) as many as **317** individual students in Co. Tipperary may have left mainstream Government supported schools in the last year with various progressions.

The cohort examined in 2010/11 to 2011/12 progressed in the following manner:

Figure 4: Where did Early School Leavers go?



Source: Department of Education & Skills – Early School Leavers – What Next, 2016

From this data it is estimated that 6.6% of these young people who did not continue in Government supported second level schools progressed to being in receipt of social welfare activity. Applying that to 2019/20 enrolment numbers in Co. Tipperary that equates to 21 being classified as NEETs in that year.

Deficits in this data:

a) This data focuses on young people of school going age only.

4.3 School Completers: 2010/11 cohort

Nationally, the cohort of students who completed Leaving Cert in 2010/2011, went on to follow a number of paths:

Table 8: Progressions routes of School Completers 2010/11

School Completers 2010/11 (State)	School Completers Tipperary (NR & SR) No.	%	School Completers Nationally %	DEIS Schools Nationally	Non-DEIS Schools Nationally
Enrolled in 3 rd Level – higher education	950	44.4%	45.7%	25.8%	50.9%
Repeated Leaving Certificate	143	6.7%	4.7%	4.1%	4.9%
Enrolled in further education - PLC	363	17.0%	26.7%	4.1%	17.4%
FAS course	110	5.1%	4.1%	5.9%	2.2%
Employment activity	170	7.9%	7.3%	7.9%	7.1%
Social welfare activity	180	8.4%	6.9%	12.4%	5.5%
Other – including emigration	224	10.0%	11.9%	N/A	N/A
Total	2140	100%	100%		

Source: Department of Education & Skills – School Completers – What next? – 2010/11 Cohort, 2016

From this data it is suggested that **8.4%** of these young people in 2010/11 could have been classified as NEETs. If one assumes that the same proportion applies today and basing it on the number of students who sat Leaving Certificate in the county in 2018/19 – 2018 young people (the most recent data available), this suggests that as many **170** young people could have progressed to social welfare activity, thereby identifying them as NEETs.

Deficits in this data:

- The rate of 8.4% school completers progressing to being in receipt of social welfare in Co. Tipperary is the figure for those leaving school in 2010/11. Whilst this is the most recent data, is 10 years old.
- School Leaver data by school type is not available for Co. Tipperary specifically, just for the State.
- This dataset does not capture NEETs who have already left the mainstream school system

4.4 Progressions from Second Level School – 2019

Each year the Irish Times collates data on the progressions of pupils from Leaving Certificate at schools across the country. The following table captures latest available data illustrating the percentage of progressions in 2019 from second level schools in Co. Tipperary (includes CAO applications to Irish Universities and Institutes of Technology (ITs) and does not differentiate applications outside of the Republic of Ireland).

Table 9: Progressions from Second Level School to University/ITs

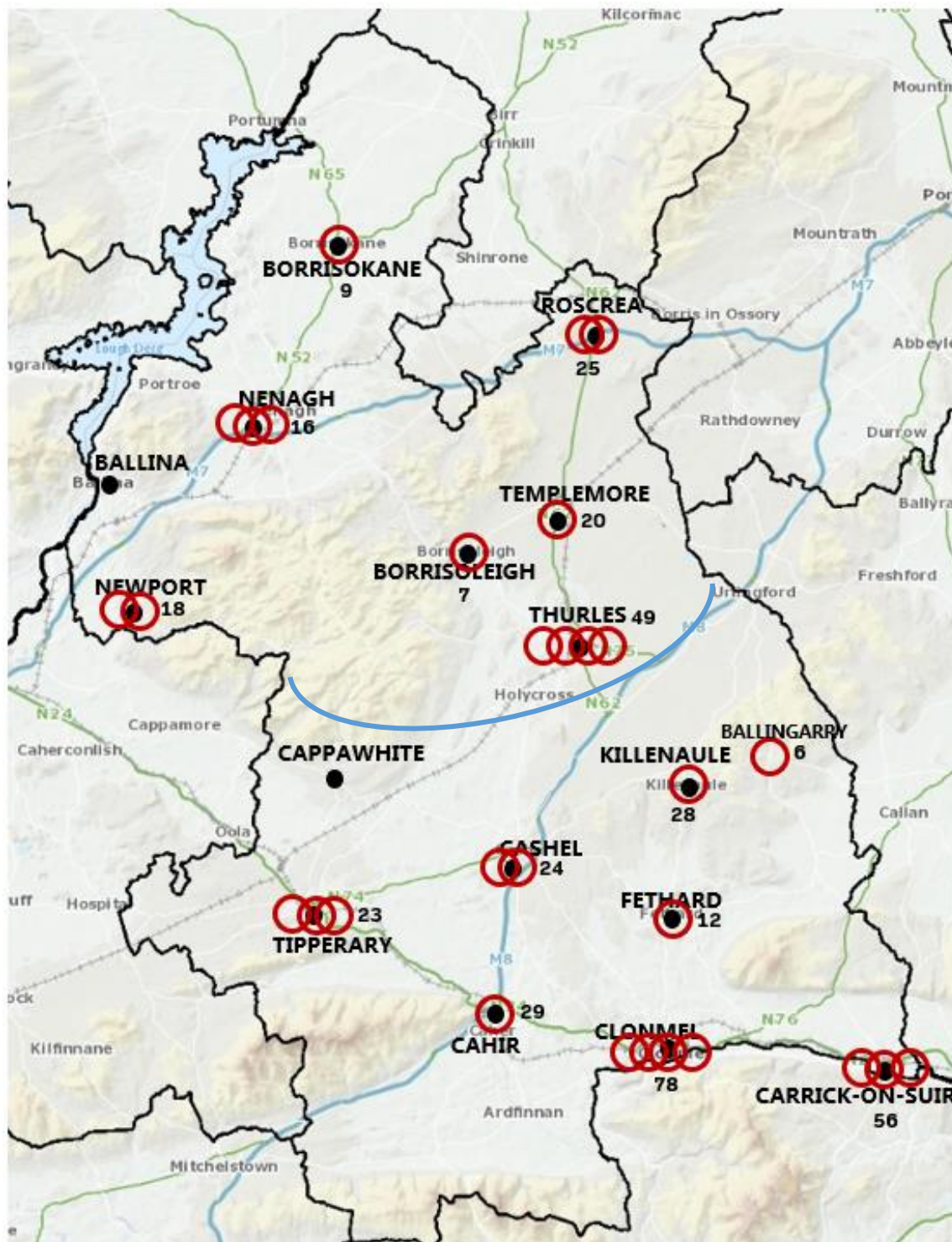
Area	School	DEIS School	No. of Leaving Cert Sits	Numbers of non progressions to 3 rd level in RoI - 2019	% who did not progress to 3 rd level in RoI - 2019
Ballingarry	Clochar na Toirbhirte (Presentation School)	No	26	6	23.0%
Borrisokane	Borrisokane Community College	No	79	9	11.0%
Borrisoleigh	St. Joseph's College	No	41	7	17.0%
Cahir	Colaiste Dun Iascaigh	No	87	29	33.0%
Carrick-On-Suir	Comeragh School	Yes	51	56	51.0%
	Scoil na Braithre CBS	No	46		35.0%
	Scoil Mhuire	No	76		18.0%
Cashel	Cashel Community School	No	124	24	19.0%
	Rockwell College	No	91		0.0%
Clonmel	Central Technical Institute	Yes	40	78	40.0%
	Presentation Secondary School	No	80		22.0%
	Loretto Secondary School	No	95		21.0%
	Ard Scoil na mBraithre	No	130		19.0%
Fethard	Patrician/Presentation School	Yes	21	12	58.0%
Killenaule	Scoil Ruain, Killenaule	Yes	68	28	41.0%
Nenagh	Nenagh College, Nenagh	No	34	16	35.0%
	St. Joseph's CBS Secondary School	No	83		5.0%
	Scoil Mhuire	No	71		0.0%
Newport	Newport College	Yes	20	18	50.0%
	St. Mary's Secondary School	No	80		10.0%
Roscrea	Colaiste Phobal Rios Cre	No	75	25	33.0%
	Cistercian College	No	28		0.0%
Templemore	Our Lady's Secondary School	No	84	20	24.0%
Thurles	Colaiste Mhuire Co-ed	Yes	28	49	61.0%
	Scoil na mBraithre Criostal CBS	No	112		19.0%
	Ursuline Convent	No	117		9.0%
	Presentation Secondary School	No	98		0.0%
Tipperary Town	St. Ailbe's School	Yes	30	23	40.0%
	The Abbey School	No	57		12.0%
	St. Anne's Secondary School	No	46		9.0%
TOTALS			2018	399	20%
North Tipperary				144 (36%)	
South Tipperary				256 (64%)	

(Source: Irish Times Feeder Schools Tables 2019)

What this tells us, is that in 2019 there were 399 (20%) young people who had completed the Leaving Certificate who did not progress to Third Level University or Institute of Technology (IT) in Ireland – 64% of them in South Tipperary and 36% in North Tipperary. The balance of young people may have progressed in a number of directions as outlined in Section 4.3 above.

Examining this data on a geographic basis is interesting to examine the specific areas where the number of non-progressions is potentially greatest (based on one Leaving Certificate Year - 2019). This is illustrated graphically in the map below. Appendix 5 illustrates these progressions clustered by area, with an average percentage calculated for each area.

Map 6 : Location of post-primary schools and number of learners who sat the Leaving Certificate in 2019 and did not progress to a Third Level University or IT



(Source: Pobal Maps 2016)

Table 9 on page 35, suggests the possibility of adopting an approach involving working with specific schools in order to engage with the more vulnerable young people who are engaging in school completion programmes so that they can be picked up at an early point with supports and in order to avoid the isolation of disengagement which is often identified as being associated with NEET young people.

It is also interesting to consider the latest available data from the Higher Education Authority – this is based on students entering third level in Autumn 2016 and who did not enter their second college year. The report suggests that **13%** of students drop out before their second year. Non-progressions is higher at ITs than at Universities. This is another area where young people may find themselves categorised as NEETs.

Deficits in this data:

- a) This data only relates to progressions to Universities and ITs and does not reflect progressions to PLCs, Apprenticeships, or other traineeships.
- b) This data does not reflect the number of learners who may have left the country to attend 3rd level education.

4.5 Highest level of education of population aged 15-24 yrs - 2016.

According to Census 2016, there were a total of 261 15-24 yr olds who have left the education system with no formal education or primary school only and another 679 whose education ceased at Junior Certificate level.

Table 10: Age at which education ceased, 2016

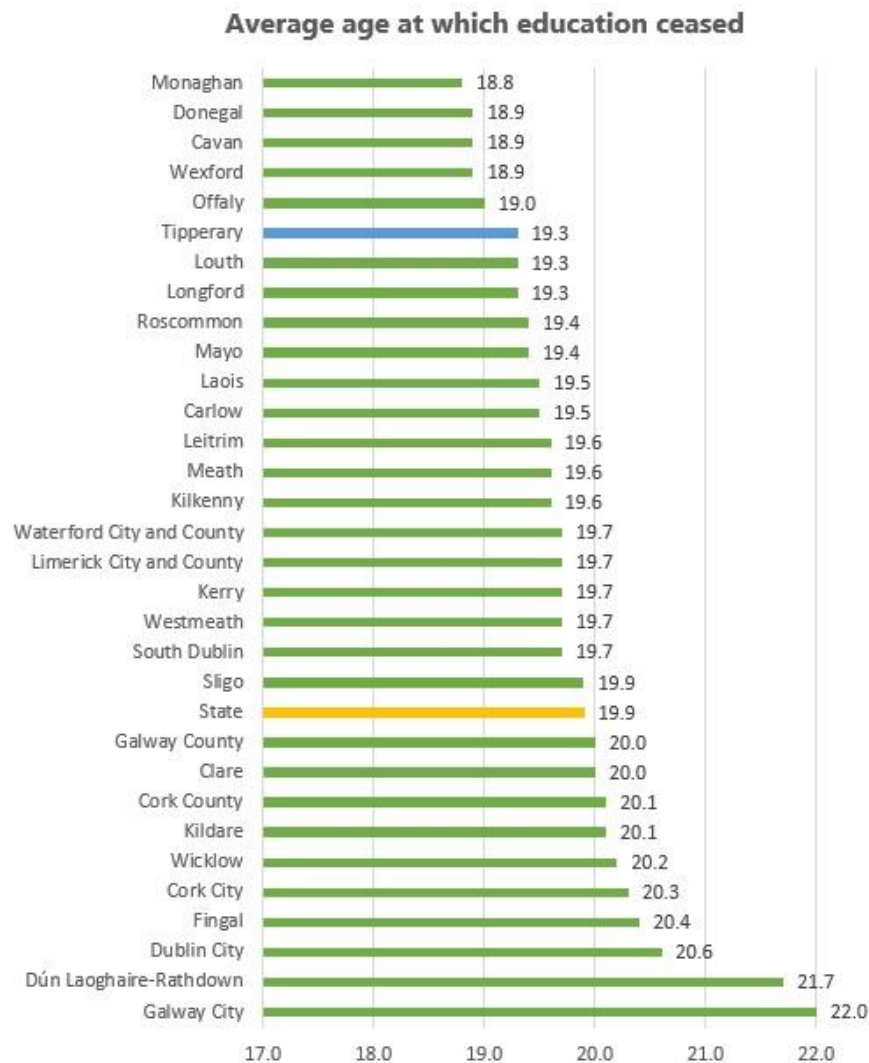
Average age at which education ceased	Tipperary			State		
	2016			2016		
	15-19 yrs	20-24 yrs	TOTAL	15-19 yrs	20-24 yrs	TOTAL
Number of persons	10,554	7,752	18,306	302,816	276,636	579,452
No formal education	28	56	84	474	1,232	1,706
Primary education only	56	121	177	1,591	3,287	4,878
Lower Secondary education	206	296	679	5,377	10,960	16,337
TOTAL	290	473	763	7,442	15,479	22,921
%	2.74%	6.10%	4.17%	2.46%	5.6%	3.96%

(Source: Census 2016)

From the table above one can see that the proportions of young people leaving education early are lower at the younger age group of 15-19yrs, compared with 20-24yr olds, which could be indicative of trend that more young people are now remaining in the education system for longer.

Nationally, Co. Tipperary has the 6th youngest average age of completion of education at 19.3 yrs, with highest average age nationally found to be in Galway City at 22.0 yrs and the lowest age in Co. Monaghan of 18.8yrs, as illustrated in the graphic overleaf. It should be noted however that these averages are increasing with each successive Census.

Figure 5: Age at which education ceased by county, 2016



Source: Census 2016

Deficits in this data:

- This figure refers to those who did not progress with their education, however, does not refer to what level of employment or training they progressed to.
- The Census collects data on young people aged 15-24yrs as opposed to this research which has been requested for young people aged 16-24yrs.

4.6 Principal Economic Status: 15-24 yrs

The data from Census 2016 which captures the economic status of 15-24yr olds, tells us that a total of 1,974 (10.8%) of young people in Co. Tipperary were classified as unemployed, with a further 509 not actively available for education, training or employment due to their personal circumstances.

Table 11: Principal Economic Status, 2016

Principal Economic Status	Tipperary 2016			
	15-19 yrs	20-24 yrs	TOTAL	%
Persons at work	631	3,466	4,097	22.4%
Student or pupil	9,217	2,488	11,705	63.9%
Looking after home/family	31	175	206	1.1%
Unable to work due to illness or disability	75	178	232	1.3%
Retired	16	6	22	0.1%
Others not in labour force	21	28	49	0.3%
<i>Sub-total</i>	143	387	509	2.8%
<i>Unemployed looking for first regular job</i>	226	429	655	3.6%
<i>Unemployed having lost or given up previous job</i>	337	982	1,319	7.2%
<i>Sub-total</i>	563	1411	1,974	10.8%
Total Number of persons	10,554	7,752	18,306	100%

(Source: Census 2016)

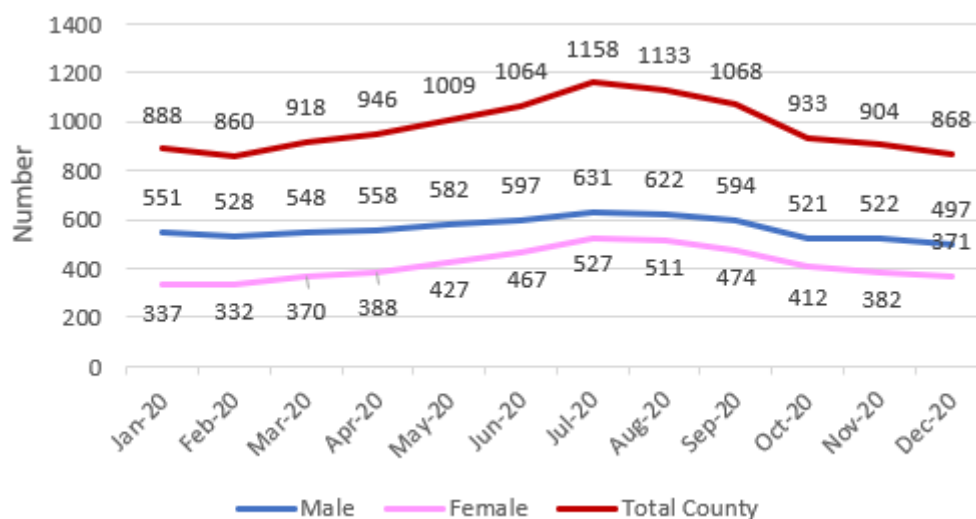
Deficits in this data:

- This data relates to 15-24yr olds, whereas the earlier data relates to 16-24yr olds.
- This figure does not differentiate those engaged in training programmes or work schemes and is now an historic figure relating to 2016.

4.7 Live Register Figures 2020: 18-24 yrs

The Live Register is used to provide a monthly series of the numbers of people (with some exceptions) registering for Jobseekers Benefit (JB) or Jobseekers Allowance (JA) or for various other statutory entitlements at local offices of the Department of Social Protection. The Live Register is not designed to measure unemployment. It includes part-time workers (those who work up to three days per week), seasonal and casual workers entitled to JB and JA. The figures below refer to young people aged 18-24yrs.

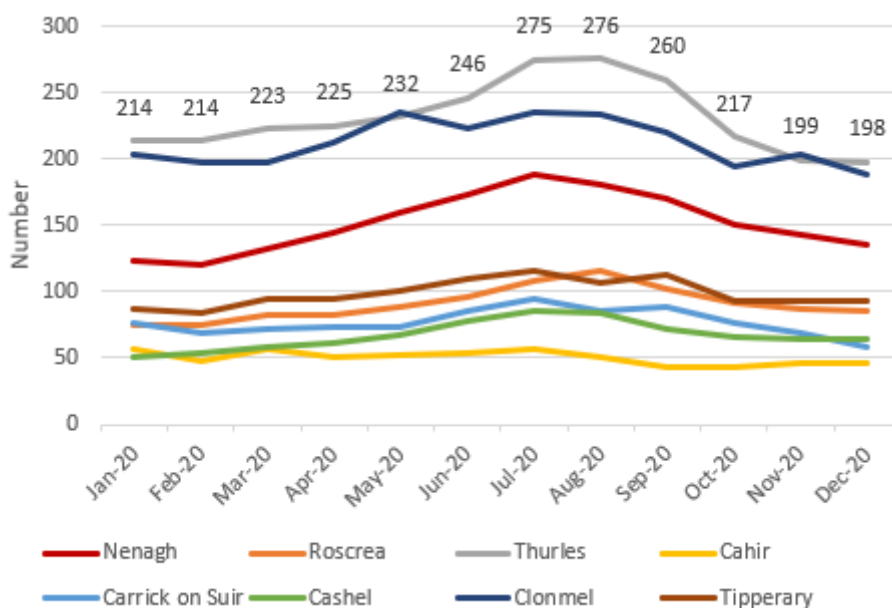
Figure 6: Live Register Figures, Co. Tipperary, Under 25 yrs, 2020



(Source: CSO 2021)

The Live Register figures in Co. Tipperary for the past year – 2020, illustrate a small decrease of 2.3% overall the beginning of 2020 to the end of the year, which is considerably less than the equivalent decrease for the State of 15.6%. The pattern of change in Live Register figures is different when one looks at the figures broken down by Social Welfare Office.

Figure 7: Live Register Figures by Social Welfare Office, Co. Tipperary, Under 25 yrs, 2020

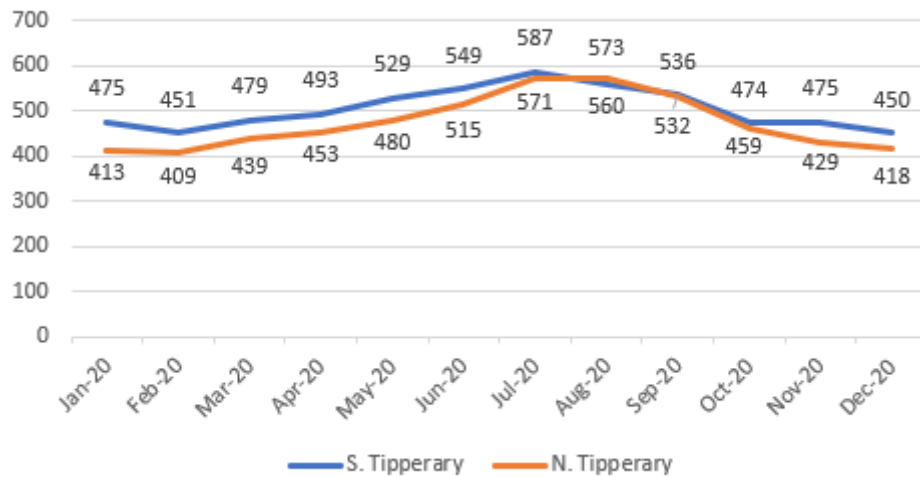


(Source: CSO 2021)

The graph above illustrates the 12-month trend in Live Register figures in 2020 and clearly illustrates that the highest numbers of young people on the Live Register come from Thurles, Clonmel and Nenagh. The pattern across the 12 months of 2020 shows that the levels of young people under the age of 25 on the Live Register by December has more or less settled to the same level as in January of 2020.

Examining the data on a North/South Tipperary basis one can identify the following small difference in the distribution of unemployed young people across the county. By the end of 2020, the split was 52% South Tipperary and 48% North Tipperary.

Figure 8: Live Register Figures, North Tipperary & South Tipperary, Under 25 yrs, 2020



(Source: CSO 2021)

Deficits in this data:

- This figure does not include those aged 16-17 yrs of age.
- This figure includes those in part-time employment;

4.8 Examining the cost of early school leaving

Early School Leaving is widely recognised as being associated with striking lifetime costs both to the individual, their families, the state and society. This study does not aim to present a literary review of research which reflects this assertion; however, it does point to a few sources which offer a suggestion of the degree to which early school leaving costs individuals through their lives and also the extent to which this also impacts wider society – thereby making it a concern for everyone.

Social Justice Ireland published an article "[The Impact of Early School Leaving](#)" in March 2020 which outlines that the early school leaver is three times as likely to be unemployed than the general population aged 18-24yrs. This is based on CSO data from 2019 which examined the outcomes of the cohort of students who left school in 2011-2013 comparing early school leavers to their peer who completed their Leaving Certificate. It concluded that only 43.8% of early school leavers were in employment compared to 74% of their peers who finished school and that the median earnings for early school leavers were €65 less than their peers per week (€345 per week compared to €410 | €17,940 p.a. compared to €21,320p.a.)

Early school leaving is directly related to a number of "economic" costs in terms of lower productivity, lower tax revenues and higher welfare payments. Additionally, early school leaving generates very large "social" costs such as high levels of social isolation in later life, increased demand on the health system, and less social connectedness in life.

Research carried out by the Thematic Working Group on Early School Leaving, as part of the EU Directorate General on Education and Culture (now the DG – Education, Youth, Sport and Culture), titled “[Overview and Examples of costs of early school leaving in Europe](#)” 2011-2013, included research on costs of early school leaving in Ireland. This Irish research published in 2009, calculated that there is a difference in potential life-time earnings between the early school leaver and Leaving Certificate graduate groups of €84,500. Appendix 6 outlines in more detail the findings of this research as well as a summary of comparative costs across the EU counties analysed in the report.

A useful perspective on the impact of early school leaving is to examine the cost to the individual, to the economy and to the community/society. The author identified research which examined this from an Australian perspective. While it is not directly translatable to the Irish context it provides to us some indication of what the scale of costs might be in Ireland.

“Counting the Costs of Lost Opportunity in Australian Education” Stephen Lamb and Shuyan Hua, Mitchell Institute Report No. 02/2017 2017

“Education is one of the main mechanisms through which opportunity and success are determined and is a key predictor of a person’s level of engagement in lifelong work and study. Individuals with higher levels of education have higher-paying jobs, better general health, and a lower likelihood of engaging in crime. They also gain from a range of family household benefits, such as more effective household management and care of their children’s health and education.”

Early school leaving is associated with reduced earning capacity in life and leads to a higher likelihood of frequency and duration of unemployment during the lifetime. The report defines two primary areas in which the costs of early school leaving are incurred :

Figure 9: Areas in which costs of early school leaving are incurred – Australian Research



(Source: “Counting the costs of lost opportunity in Australian education” Stephen Lamb and Shuyan Huo, Mitchel Institute Report No. 02/2017)

The researchers Lamb and Huo, carried out extensive modelling in order to estimate the cost of early school leaving in Australia. They based their calculations on these fiscal and social cost categories and made the distinction between an early leaver and a disengaged young person.

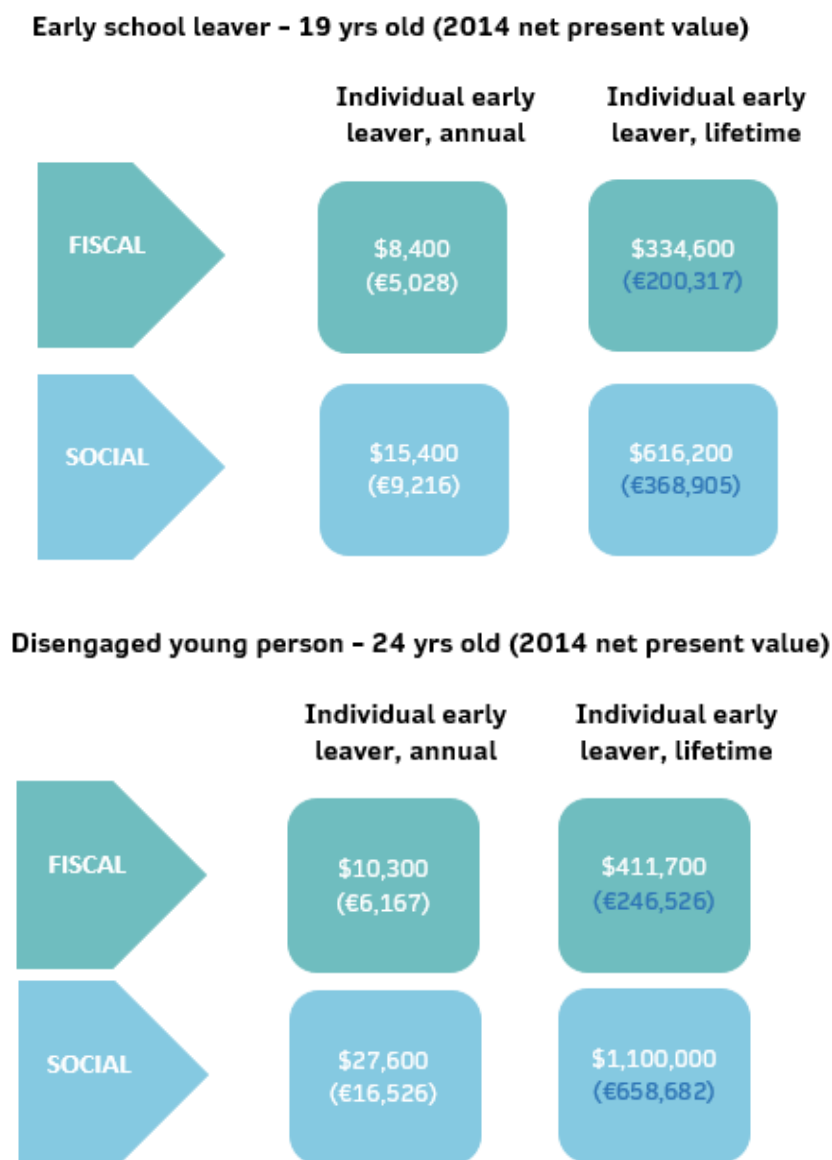
- **An early school leaver in their terms was a student who failed to completed Year 12 or equivalent (this would be the equivalent of Leaving Cert year) by the age of 19.** The researchers

divided this group into those who were likely to continue their education and those who were likely to remain as lifetime early leavers across their lifetime (12%) in order to measure the true impact of early school leaving.

- **A disengaged young person is one who is not in full-time work or study at the age of 24.** Their research extracted an estimate of the number of these young people who would remain disconnected from full-time work or study over much of their adult life (13%). It was felt that if by the age of 24 a young person had not re-engaged with education or training; they were not likely to do so in their later life.

From this base the researchers examined the costs of early school leaving for both categories of young person (in Australia dollars and Euro equivalent):

Figure 10: Costs of early School Leaving – Australian Research



(Source: "Counting the costs of lost opportunity in Australian education" Stephen Lamb and Shuyan Huo, Mitchel Institute Report No. 02/2017)

The life-time term cost of early school leaving in fiscal and social terms is **2.4 times higher** for a disengaged young person at 24yrs than an early school leaver at 19yr old.

This information does not allow us to extrapolate the figures in order to make an estimate of the cost of early school leaving in Co. Tipperary because we do not have the same data set or modelling capability to replicate the calculations. However, it does start to present to the readers, the potential extent of the costs to the county and to the personal lives of young people.

4.9 What does this data tells us?

The data presented in the sections above offer different glimpses into the number of young people who leave school early. Each data set is complete for its own purpose, however, does not serve to allow us to become any clearer in relation to the definitive number of young people in any one year, that leave the mainstream school system early or indeed disengage from education, training or employment at some point before they reach the age of 25yrs in Co. Tipperary.

The table below summarises the key statistics identified through this research and attempts to apply the percentages to either the latest enrolment figures (2019/20) or the projected number of the relevant age group in 2021.

Table 12: Summary of key statistics relating to estimating the number of NEETs in Co. Tipperary

Data Set No.	Data Category	Year data is based on	What it tells us	Potential no. of YP in Co. Tipperary (based on 2019/20 enrolments & projected numbers)
1.	School retention rates	2013 to 2018/9	9.1% of young people in Co. Tipperary do not complete to Leaving Cert level	1,254
			1.8% of young people in Co. Tipperary do not complete to Junior Certificate	248
2.	Early School Leavers	2010/11 to 2011/12	2.3% of young people in co. Tipperary enrolled in 2010/11 did not continue at State funded second level education the following year.	317
			Of the 2.3% (317) above, 6.6% could be classified as NEETs according to this data	21
3.	School Completers	2010/11	8.4% of all Leaving Cert sits in 2010/11 in Co. Tipperary progressed to being classified as NEETS	170
4.	Highest level of education reached	2016	2.74% of 15-19yr olds achieved a level of education Junior Certificate or lower	290
			6.1% of 20-24yr olds achieved a level of education Junior Certificate or lower	763
5.	Progressions from second level school (Leaving Certificate)	2019	20% of students who sat the Leaving Certificate in Co. Tipperary in 2019 did not progress to 3 rd level university or ITs	399

Data Set No.	Data Category	Year data is based on	What it tells us	Potential no. of YP in Co. Tipperary (based on 2019/20 enrolments & projected numbers)
6.	Principal economic status: 15-24yr olds	2016	3.2% of 15-19yrs old were categorised as unemployed.	358
			18.2% of 20-24yr olds were categorised as unemployed.	1,974
			2.8% of 15-24yr olds were additionally not engaged in education, training or employment due to personal circumstances	609
7.	Live Register Figures	2020	In December 2020, 868 of all 18-24yr olds (projected 14,928) were on the Live register = approx. 5.8%	868

4.9.1 Unclear picture on the extent of NEETs in the 16-18yr age group

From analysis of the data and discussions with stakeholders in respect of this research and other research carried out in this subject area, it is clear to the author that this area is “leaky” in terms of definitive data capture relating to Pre-NEETs and NEETs under the age of 18yrs for the following reasons:

Young people under the age of 18 years:

- There is no guarantee that all primary school students are successfully transferring to second level school, and no one authority is charged with the tracking of primary school students and ensuring there is no loss at this transfer stage.
- As referenced by several stakeholders, some young people leave their schools before they reach the Junior Certificate milestone or the age of 16yrs, when it is legally permissible for young people to leave mainstream education. However, this data is not available publicly on a school-by-school basis to analyse, as schools naturally enough are protective about their reputations, seeking to maximise their enrolment numbers and consequently their capitation grants. Instead, the data is returned to the Department of Education to be presented in statistics on School Retention Rates annually and Early School Leavers which is published less frequently.
- Additionally, all schools may have some students on reduced timetables. This data is not available publicly on a school-by-school basis.
- Data from Education Welfare Officers who work on referrals for young people who have missed 20+ days of school in a year, is possibly more reflective of the number of young people they have capacity to work with as opposed to the actual number of young people that have been referred to them or are in need of referral. It is not unusual for EWOs to be actively working with young people who have reached 40+ days of school missed, as opposed to 20+ days missed, due to their workload.

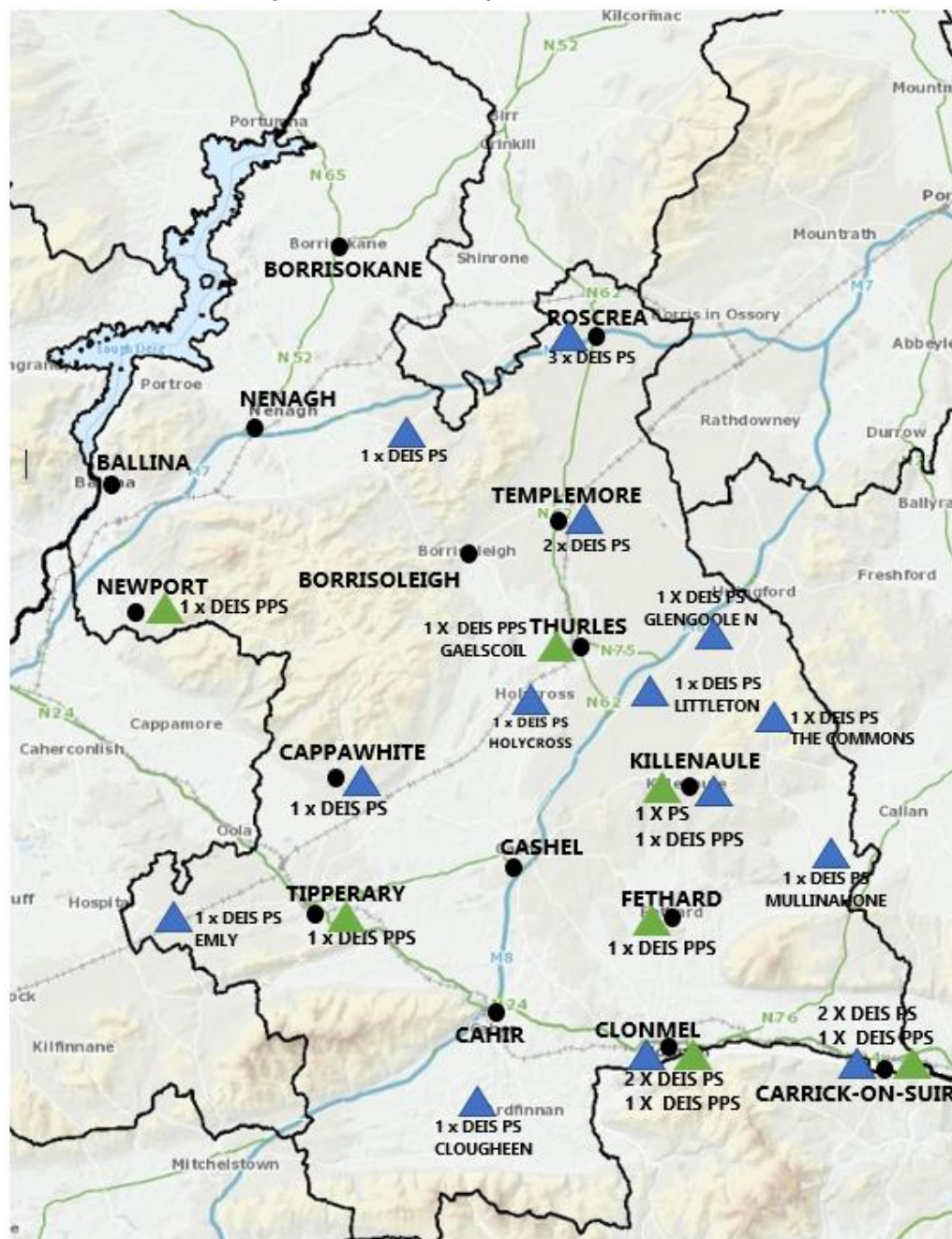
4.9.2 Geographic focus

There are a number of pieces of data which point to some specific geographic areas of Co. Tipperary which may need to consider specific initiatives for NEETs as a priority over other areas:

DEIS versus Non-DEIS school

- Given the lower retention rates of young people at DEIS schools, it is fair to make the point that potential NEET Initiatives would be well advised to develop relationships with all second level schools but in particular paying attention to areas where DEIS schools are located (Fethard, Carrick-on-Suir, Clonmel, Thurles, Newport, Tipperary Town and Killenaule) and where by implication there is a higher potential of more young people leaving school early and becoming categorised as NEET.
- Another point raised by stakeholders was the challenges that face some young people when they transition from a DEIS supported Primary School to a non-DEIS supported post-primary school. They move from an environment where they have been able to access additional supports if required to a school where such supports may not be available, and so they can start to fall behind and consequently move closer to being at risk of dropping out of school early.
- The map overleaf, illustrates the location of DEIS Primary schools in relation to DEIS Post Primary Schools.

Map 7: Location of DEIS Primary and Post Primary Schools



Source: Pobal Maps 2016 and Department of Education & Skills

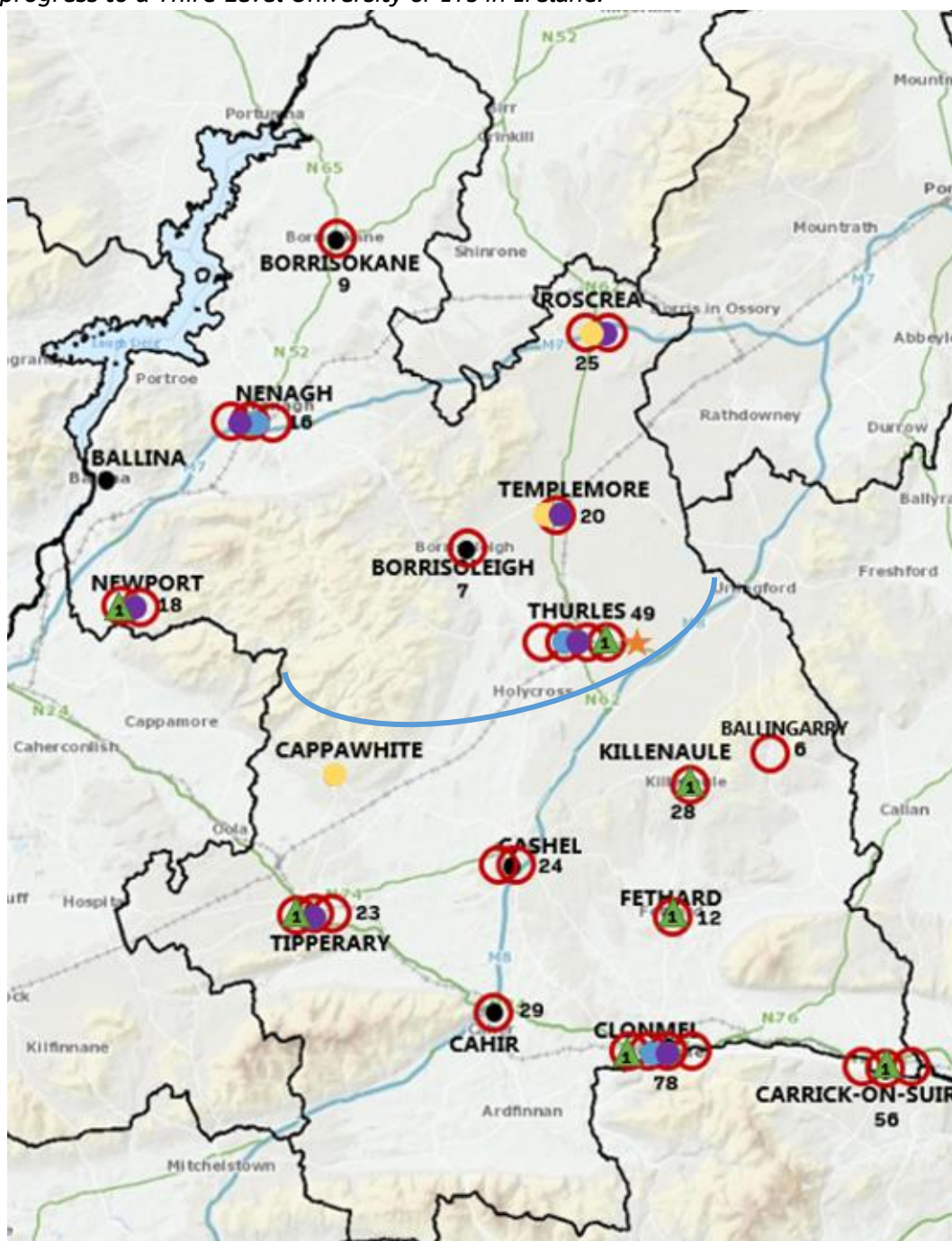
▲ DEIS Primary Schools ▲ DEIS Post-Primary Schools

Non-progressions to Third Level Universities and ITs

- Another dimension to consider in respect of the potential of need in the county on a geographic basis is the data on the percentage of young people who complete the Leaving Cert and who do not progress to University or ITs.
- The data in Section 4.4 tells us that if one is to split Co. Tipperary on a North South basis, there are a higher proportion of young people who complete the Leaving Certificate and who do not progress to Third Levels and ITs in South Tipperary - 64% than in North Tipperary - 36%, with the highest concentrations around Carrick-on-Suir and Clonmel, followed by Thurles in North Tipperary.

- It should be borne in mind that this data does not provide an insight into the actual progressions of these school leavers into PLC courses, apprenticeships and directly into employment.

Map 8 : Location of post-primary schools, PLC Centres, YouthReach Centres, and Community Training Centres with number of learners who sat the Leaving Cert in 2019 and did not progress to a Third Level University or ITs in Ireland.



- | | | | | | |
|--|----------------------|--|--------------------|--|----------------------------|
| | Post Primary Schools | | PLC Centres | | Community Training Centres |
| | No. of DEIS PPS | | YouthReach Centres | | SOLAS Training Centre |

- Map 8 on the previous page illustrates the locations of the second levels schools along with the numbers of young people who did not progress to Third Level Universities and ITs in 2019 in Co. Tipperary. It also illustrates the locations of progression options of PLC centres, Solas Apprenticeship Training Centre, YouthReach Centres and Community Training Initiatives. The final element of this Map illustrates the location of the 7 DEIS Post Primary Schools in the county.
- From this illustration, one can see that in order to progress with education avenues, rural transport becomes a big part of making it possible especially in areas such as Carrick-on-Suir, Killenaule, Fethard, Cashel, Cahir, Newport, Borrisoleigh and Borrisokane, where no local progressions options are available locally.
Feedback from Youth Service stakeholders also support the idea that poor local transport links present a significant challenge to young people who want to pursue progressions routes into education and training.
Towns with no Youth Training Initiatives/Employability programmes/PLCs located in them, and which are reliant on young people to travel to other towns on rural transport, present the potential of additional disengagement by young people.
- Towns which offer YouthReach, and Community Training Centres do not necessarily offer the same types of intensive supports to 20-24yr olds.
- Therefore, future initiatives need to consider location of services in light of locally available progression routes for older age groups.

5. WHAT YOUTH SERVICE PROVIDERS IN THE COUNTY TELL US ABOUT THE NEEDS OF NEET YOUNG PEOPLE

As part of this updated research the author engaged with 14 key stakeholders who are managing youthwork or relevant resources in the county. Additionally, 16 youth workers from 13 projects across Co. Tipperary completed a survey designed to capture their perspectives of their engagement with NEET young people in the county at present.

5.1 Factors which contribute to the disengagement of young people from education, training, or employment.

5.1.1 *The stages at which young people may depart from the education system.*

The youth workers/stakeholders that engaged in this research suggested a wide range of factors that contribute towards the young people leaving school early or completing school and not progressing any further into education, employment, or training.

The first factor to acknowledge is that young people aged 16-24yrs who are described as NEET – “Not in Education, Employment or Training” are not a homogenous group. The **first differentiator** is the stage at which they leave the education system.

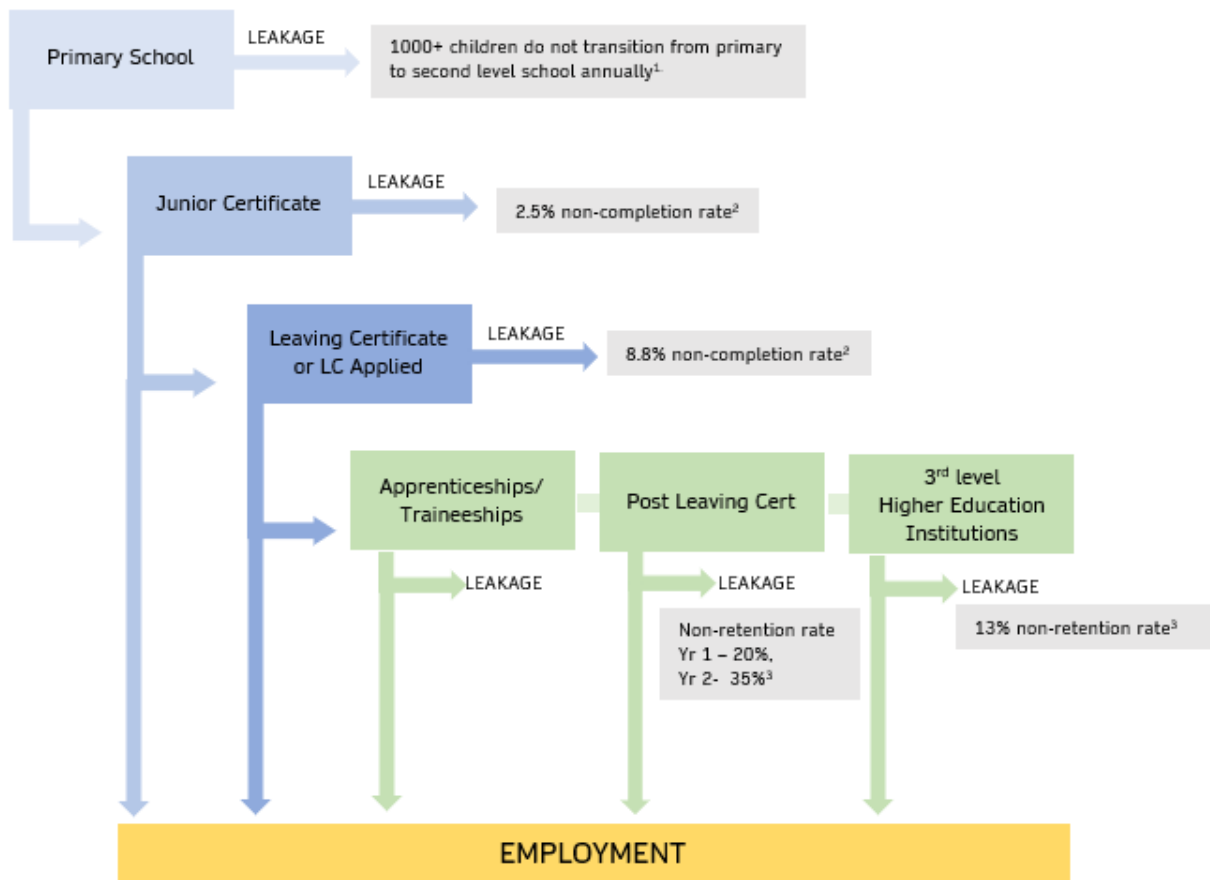
There is incomplete data available to give clarity on the actual numbers of young people who disengage from the mainstream education system before the age of 16, from 16-18yrs and between 19-24yrs. There is also little clarity on the numbers of these young people who re-engage at some point and those who do not re-engage at all before the age of 25yrs.

However, what is clear is that they disengage at different points:

- Some before completing the Junior Certificate.
- Some complete their Junior Certificate and leave prior to the Leaving Certificate.
- Others will complete their Leaving Certificate but may not progress to any further education, training, or employment.
- Finally, some young people will start but not complete further education (PLC, or 3rd level course), apprenticeship or traineeship.

Figure 11 overleaf illustrates graphically the different points at which young people can leave education along with the indicators of scale where they are available.

Figure 11: Points of departure from mainstream education by young people



¹ Briefing 14: Education Disadvantage, Combat Poverty Agency 2003

² Retention rates of pupils at second level school – Entry cohort 2013, Nov 2020, DES

³ A Study of Progression in Irish Higher Education – 2016/17 to 2017-2018, HEA 2020

5.1.2 Influencing factors which contribute to young people disengaging from education.

The **second differentiator** is the range of influences which contribute to their disengagement from education, training, or employment. As one service provider captured very aptly:

“Generally, it’s not just one thing that impacts these young people, it’s a collision of factors”.

In reviewing these factors, the author identified that these factors largely fell into four categories which contribute to behavioural response which may present serious challenges to young people:

Figure 12: Factors influencing a Young Person's disengagement in education, employment or training

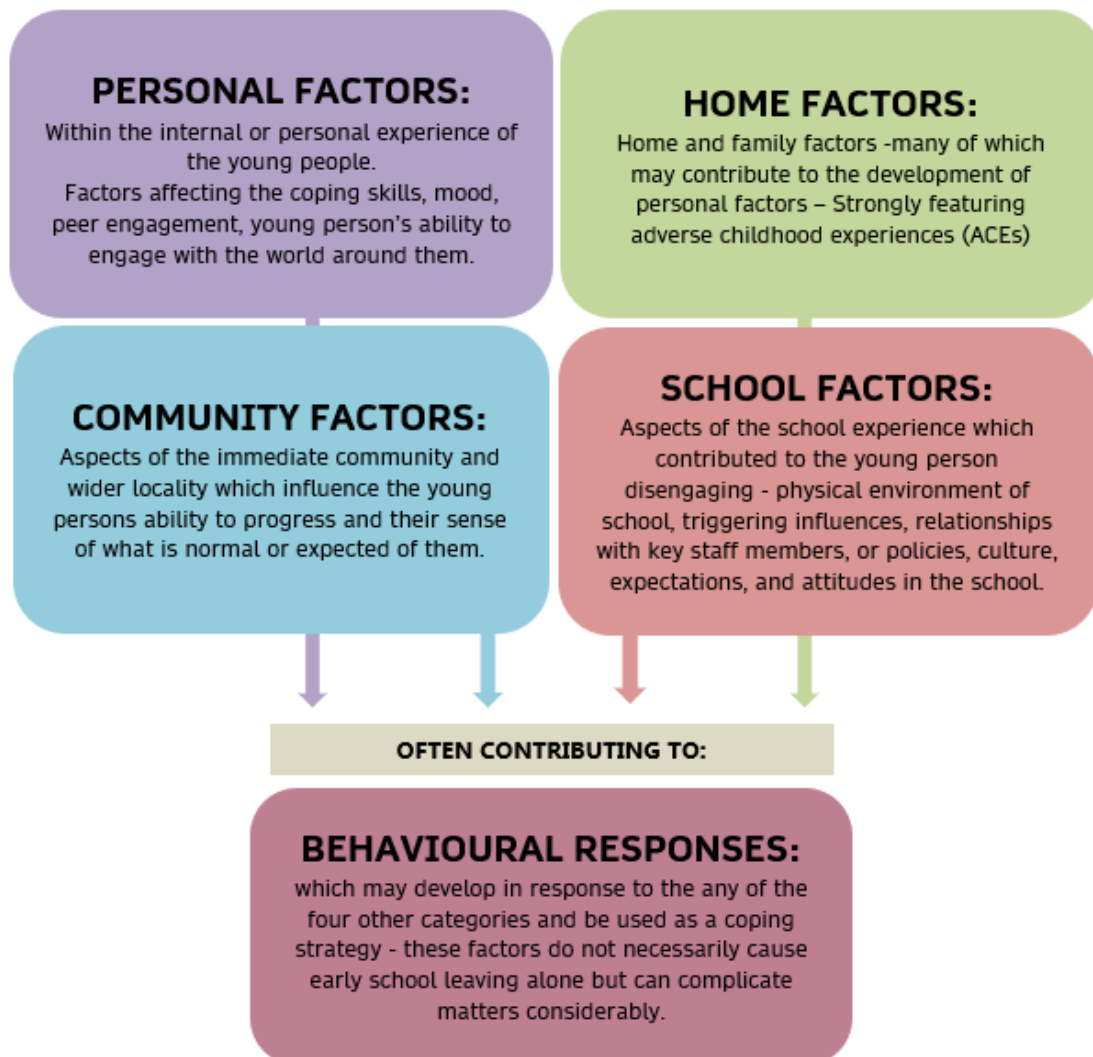


Figure 13 overleaf outlines more of the detailed feedback given by Youth Workers/Stakeholders under each category. This analysis aims to start to understand the “symptoms” which contribute to the cause of disengagement by young people - this is where the work with young people who have disengaged in all forms of education, training or employment needs to start and be understood. Very often young people will have experienced a combination of factors which makes their re-engagement more complex.

Figure 13: Factors influencing early school leaving and disengagement for further education, training, or employment.

PERSONAL FACTORS			
POOR MENTAL HEALTH	MENTAL ILLNESS – DIAGNOSED DISORDER/SYNDROME	LEARNING DIFFICULTIES	LOW LEVELS OF RESILIENCE/LACK OF COPING SKILLS
<ul style="list-style-type: none">• High levels of stress• Social anxiety• Generalised Anxiety• Anxiety to travel out of town area.• Bereavement• Low mood/depression• Inability to concentrate for long periods	<ul style="list-style-type: none">• ADHD/ADD/ODD• Dyslexia/Dyspraxia• ASD• Undiagnosed ASD• Increasing levels of psychological reporting	<ul style="list-style-type: none">• Low levels of literacy• Low levels of numeracy• Continual falling behind so that the gap becomes too big to bridge.• Low level of academic ability• Their experience of education is as being a failure – contributes to lack of confidence in their ability to learn	<ul style="list-style-type: none">• Lack of confidence• Fear of judgement• Lack of/low self esteem• Identity issues• Lack of belief that they can get a job or progress.• They do not want to fail so they do not try
HOME FACTORS			
FAMILY & HOME DYNAMICS PARENTING CAPABILITY, RESPONSIBILITY AND SKILL		POVERTY	
<ul style="list-style-type: none">• Chaotic family life• Poor mental health or Mental Illness in family• Misuse of substances in family• Overcrowding at home• Instability of home placement• Homelessness• Other addictions in family• Family tradition of early school leaving.• Lack of value on education in family• Domestic violence at home (parent to parent or child to parent)• Lack of privacy for YP	<ul style="list-style-type: none">• Criminal activity or incarceration• Blended families• Lack of support/encouragement/praise at home• Limited parent skills• Poor levels of literacy of parents• Young person involved in caring responsibilities.• Parental expectation that YP will be on reduced hours at school.• No role models in parents• Generational dependence on benefits• Poor relationship/attachment with mothers especially• Being in the care system or after care	<ul style="list-style-type: none">• Household poverty• Homelessness• Low level of technological skills• Technology poverty• Cost of travelling out of the area for education.• Pressure on YP to contribute financially to the household	
SCHOOL FACTORS			
RESOURCES	CULTURE & POLICIES WITHIN SCHOOL	PHYSICAL ENVIRONMENT	CURRICULUM
<ul style="list-style-type: none">• Absence of additional resources in some schools• Resources in school overstretched• Firefighting approach as opposed to early intervention approach.• Transitioning from a DEIS primary school to a non-DEIS second level school without the wrap around supports.	<ul style="list-style-type: none">• Lack of understanding of hidden disabilities.• Expectation that certain YP will leave school early.• Expectation that certain YP will not attend full time.• Poor reputation of YP in school• Use of reduced timetables for some YP	<ul style="list-style-type: none">• Triggers within the school environment which make it a difficult place to be.• Triggers which contribute to YP “flipping out”.• Difficulty in coping with heavily structured environments like school• School too big in size and numbers for some YP to cope with• Class sizes too big for YP to cope	<ul style="list-style-type: none">• One size does not fit all – mainstream approach does not suit the YP.• Specific education needs cannot be met.• Interests of YP not accommodated in curriculum.• Learning style not accommodated

COMMUNITY FACTORS		
COMMUNITY HISTORY, CULTURE, ATTITUDE AND VALUES	LOCAL RESOURCES	LACK OF SOCIAL ACCEPTANCE & INTEGRATION
<ul style="list-style-type: none"> Negative peer influences outside of school Lack of opportunity in the community or sense of it Sense of hopelessness in community Lack of value on education in local community Community norm to leave school early. Community norm to be reliant on benefits. Lack of support to go out of the area. No local role models. Attitudes in the local community – especially if a YP comes from a troubled background. Silo mentality – YP from certain towns do not want to/don't have the confidence to move outside of their estate or town to pursue education, employment, or training opportunities 	<ul style="list-style-type: none"> Few opportunities for education locally Few courses that interest them locally Limited job opportunities locally Rural isolation Poor local transport links to get to jobs or education. Lack of information locally Lack of clear pathways Poor broadband availability Lack of specific support for Early School Leavers Limited PLC/training courses locally Employment schemes not fit for purpose 	<ul style="list-style-type: none"> Poor ability to build relationships with others. Identity issues (LGBTI, Cultural) Feeling they do not belong. Bullying in person Bullying online Feeling they have been forgotten, isolated, marginalised. Rural isolation Social isolation due to the fact that they cannot afford social activities or events

OFTEN RESULTING IN:

BEHAVIOURAL REACTION/RESPONSE AS A COPING STRATEGY			
BEHAVIOURAL DIFFICULTIES	ATTITUDE/DISPOSITION	ADDICTIONS	SUICIDE/ATTEMPTED SUICIDE
<ul style="list-style-type: none"> "Flipping out". "Acting out"/Defiance. Simmering Anger Difficulties in managing anger. Anti-social behaviour Challenging behaviour in school Domestic violence against parents 	<ul style="list-style-type: none"> Hopelessness/Apathy Lack of motivation Poor attitude Laziness in some young people Normalisation of the view that the way forward is to go on social welfare. Isolation 	<ul style="list-style-type: none"> Alcohol misuse - Regular or excessive consumption of alcohol, perhaps leading on to trying out other substances. Drug misuse Smoking Vaping – without previous experience of smoking Gambling Technology – excessive on-line gaming/presence 	<ul style="list-style-type: none"> Suicide - can be response to drug taking or poor mental health. Suicide ideation Self-Harm

5.2 Most effective methodologies for engaging and working with NEET young people.

Youth workers/stakeholders suggested a number of important methodologies found to be essential and beneficial when engaging with NEET young people:

➔ **Ways of engaging young people**

- Engagement through social media
- Early recruitment and engagement rather than waiting years before the young person gets support.
- Identifying young people through detached youth work in the community

➔ **Tempo and attitude of the programme of support**

- Youth work approach
- Meeting the young person where they are at
- Non-judgemental approach
- Consistency of approach
- Always a listening ear
- Offering young people food and a warm, safe space
- Informal and formal education methodologies
- Hands on practical and outdoor models

➔ **Bespoke Elements**

- Wrap around support to advocate and support the young person to tackle basic needs first of all e.g., homelessness, counselling, benefits, medical cards, setting up bank accounts, form filling, making calls etc.
- Focus on personal development and life skills.
- One to one and small group work
- Tailoring activities to the interests of the young person.

➔ **Specific interventions**

- Literacy and numeracy support
- Motivational interviewing
- Cognitive Behavioural Therapy (CBT)
- Wrapping around generic supports such as CV preparation, letter writing, driver theory test, web searches for college courses or job opportunities
- Coaching the young person to be confident, emotionally intelligent and content, is the best result for finding employment.

➔ **Duration of intervention and progression from the programme**

- On-going support over at least a year – short term interventions are only starting to make progress with the young person when they are over.
- Transition worker to support to the next level of progression.
- Sustainable programme of intervention so that real progress can be made with young people.

5.3 Most effective ways of identifying and connecting with NEET young people

A number of referral sources were mentioned, with schools being one of the primary sources, however, it was also suggested that ideally schools would refer young people to specific services of benefit at an early intervention stage. However, at this point in the disengagement many young people may be on reduced timetables or are on the schools register whilst they may not be fully attending.

This is a sensitive and grey area in terms of data sharing and whilst it is an optimal time for early intervention it is not widely happening with services outside of school structures. Therefore, in many cases by the time the young person is widely identified as falling into the NEET category, they may have been out of regular formal education for 2 years or more when they turn 18 and come on the radar of other organisations such as DSP.

Consistently youth services comment that this delay has a significant impact on the young person's ability to re-engage on a number of different levels – loss of routines, unsupportive habits have developed, loss of confidence becomes more marked, low self-esteem can develop and the young person can become more socially isolated in the interim.

Youth services suggested any initiative targeting NEET young people would need to adopt and cultivate relations with the following list of sources of referral in order to engage and enrol NEET young people in the area of delivery:

- Youth Services - Young people who have previously engaged with the youth service and now find themselves in the NEET category – self referral.
- Schools identifying young people at risk and referring to youth services.
- Peer introduction
- Parent referral
- Department of Social Protection
- Family support workers
- Restorative Justice Programme
- Educational Welfare Officers
- Juvenile Liaison Officer
- CAMHS
- GPs
- Community groups
- Sports clubs
- Social media posts
- Tusla social workers
- Meeting young people through detached youth work – meeting them where they are hanging out.
- Youth Cafes
- More signposting to and advertising of youth support services through agencies working with NEET young people i.e., DSP.

In relation to identifying and engaging with Traveller young people who are categorised as NEETs, it was suggested that delivery organisations could partner with the Tipperary Rural Traveller Project which is staffed by a mix of non-Travellers and Traveller advocates. This engagement would stimulate an enhanced level of engagement and also offer Traveller young people access to Traveller role models.

6. EXISTING STRUCTURES OF SUPPORT IN CO. TIPPERARY

At present there are a number of support initiatives available to young people in the county who find themselves out of education, training, or employment. Each has a slightly different structure, target age, format, and focus, in addition to the dimension of their location in the county.

Additionally, there are services which are targeting a specific issue i.e. justice, and which while not specifically targeting NEETs, may happen to have amongst their participants some young people who are categorised as such.

6.1 Mainstreamed Initiatives for early school leavers in Co. Tipperary

There are six learning centres in Co. Tipperary which receive mainstream funding to engage young learners aged 16-20/21yrs each year. Three centres are YouthReach centres and three are Community Youth Training initiatives which target early school leavers and support them to continue their engagement in education and training preparing them for employability.

Table 13: Details of six mainstream funded learning centres in Co. Tipperary

	YOUTHREACH			COMMUNITY TRAINING CENTRES	
Locations	<ul style="list-style-type: none"> Cappawhite Roscrea Templemore 			<ul style="list-style-type: none"> Nenagh Clonmel Thurles – did not respond to research request 	
No. of places:	Cappawhite – 35 Roscrea – 35 Templemore – 25			Nenagh - 35 Clonmel – 42 Thurles - unknown	
Target ages:	16-20 years			16-21 years	
Qualifications offered:	Leaving Certificate Applied QQIs- Level 3 and Level 4			Leaving Certificate Applied Vocational Qualifications – Hairdressing, Barbering, Beauty, Catering & Hospitality, Early Childhood Education & Care, Pathways to Employment	
Progression rates	<i>Cappawhite</i>	<i>Roscrea</i>	<i>Templemore</i>	<i>Nenagh</i>	<i>Clonmel</i>
	Cappawhite - 40% Roscrea- Less than 50% Templemore - 90%			On average: 85%	
Pros	<ul style="list-style-type: none"> Small class sizes One-to-one support Provides a safe, warm place with food for Young people to attend each day. Youthreach staff apply for the training fee for each young person. Templemore YR has a very high retention rate because they are situated within the PLC campus and the YP completing Youthreach are familiar with the venue and may even know some of the tutors. They have a feel for the place and how they can progress. 			<ul style="list-style-type: none"> Small class sizes One-to-one support Provides a safe, warm place with food for Young people to attend each day. Vocational training approach which suits some young people better than school 	

	YOUTHREACH	COMMUNITY TRAINING CENTRES
Cons	<ul style="list-style-type: none"> No structured transition support available to support young people take the next step to PLCs which has an impact on the level of successful progressions. YouthReach is not for everyone and has retained a certain image in relation to public perception of what type of young person attends YouthReach. YouthReach caters for 16-20yr olds – and so is not geared towards targeting older NEETs (21-24yr olds) or pre-NEETS (under 16yrs) 	<ul style="list-style-type: none"> The individual has to make a claim for the training allowance. Each family/young person has to sign on for unemployment support, some families resist this as they believe it will affect their entitlements. Over 18s have to be means tested They cannot apply for it until they have been out of school for 3 months. Welfare support has to be approved before the young person starts – this normally takes 8 weeks . This means it can be November before they can commence their programme which has implications for which modules they will get completed in a 2-year period. Community Training Centres cater for 16-21yr olds – and so does is not geared towards targeting older NEETs (22-24yr olds) or pre-NEETS (under 16yrs)

6.2 Other Employability Initiatives specifically targeting NEETs in Co. Tipperary

Other initiatives currently targeting NEET young people include the 4Real Employability Initiative (Tipperary Town) and the Ability Programme (county wide) – both of which are funded for a defined time period.

6.2.1 4Real Employability Programme – Tipperary Town

The 4Real Initiative was developed as a result of a national call from the Department of Children and Youth Affairs in 2018, for Youth Employability Initiative proposals from suitable qualified organisations. Youth Work Ireland - Tipperary submitted a successful proposal to deliver a Youth Employability Programme - 4Real, for young people aged 16-24yrs in Tipperary Town during the final 8 months of 2019.

Having been successfully delivered in 2019, it was subsequently funded through the Department of Social Protection during 2020 with a slight change in target audience from 16-24yrs to 18-24yrs in line with the remit of DSP. Due to some underspend in 2020 due to COVID, the project was able to continue into 2021 with support for this target group of young people. The initiative is the primary responsibility of youth worker Moira Merrigan, who presents as a consistent, reliable presence advocating in the lives of the participants.

The initiative is structured around a 4-phase model:

1. One to-one interventions – initial engagement to identify the needs of the young person, establish trust and a relationship, to advocate on behalf of the young person in order to deal with basic needs before trying to start talking about progressions, signpost to other relevant services like counselling.
2. Personal development piece – focusing on helping the young person to build their confidence and self-esteem, to identify their skills and interests and set some goals around engaging in these areas of interest which may lead to training or education.

3. Work and training – seeking opportunities for relevant training and/or work placements, with local employers, through YESS, TUS or CE schemes.
 - [YESS](#) – Youth Employment Support Scheme funded by the Department of Social Protection
 - [TUS](#) – Community Work Placement Initiative – funded by the Department of Social Protection)
 - [CE](#) - Community Employment scheme
4. Mobility – this phase was designed as the young person steps into secure employment/training/education. In practice it did not work this way – and it is acknowledged that more support is required to help the young person to transition into the workplace and to mentor them for a period when in the workplace so as to ensure a secure outcome. There is a risk at this stage of the programme that the young person will drop out if there is not someone available to continue the support and monitor the progress of the young person in the next stage of their progression.

Engagement in the programme

The initiative was tasked with engaging with 10 participants but in fact worked with 22 participants in 2020, 12 males (55%) and 10 females (45%) with the largest cohort of young people (59%) aged 18-20yrs. Key achievements:

- All participants received one-to-one supports, either face-to-face or remotely depending on the constraints owing to COVID-19 restrictions
- 4 participants attended counselling sessions, provided by the project (the engagement with this service was affected by COVID-19 restrictions)
- Advocacy and support were provided primarily in the areas of housing and homelessness, medical services, substance misuse and social welfare entitlements.
 - 5 participants were assisted in linking with the Homelessness Prevention Officer in the County Council,
 - 2 participants had previously been assessed by Housing/ homelessness section and were supported around this area.

Progression outcomes:

- ➔ 18 (82%) participants completed some form of training during their engagement with the programme.
- ➔ 5 (23%) participants completed training and secured employment.
- ➔ 4 (18%) of participants were supported to deal with personal challenges/barriers which they were facing that was getting in the way of their progression (e.g. homelessness, mental ill-health)
- ➔ 3 (14%) participants are awaiting training to commence once COVID restrictions are lifted.
- ➔ 2 (9%) participants secured YESS placements.
- ➔ 1 (5%) participant returned to education at YouthReach.
- ➔ 5 (23%) participants received support and advocacy from the programme which resulted in engagement in other relevant services or are currently considering training options.

Trends observed in the course of the programme:

- **There is a huge need for advocacy with most of these young people.**
 - So much needs to be done:
 - The foundational work is getting them to a point of security.
 - Moira helps them to get registered for medical cards – often they don't have one – this has repercussions down the line.
 - These young people often have insecure living arrangements – they may be homeless, or couch surfing or under threat of losing a placement. Consequently, they can have difficulties with obtaining a secure address so that they can engage with DSP. The programme has helped young people secure a PO box so as to collect letters. They need to be able to show they are actively doing something about getting housing secured, but the DSP will accept this type of contact address.
 - In relation to addressing other basic needs such as: being assessed for housing, securing housing placements, benefit entitlements, securing support for addictions or counselling, these are all types of interventions which have been facilitated by the programme youth worker.
 - Often times they are afraid to ask for help.
- **Need for outreach approach.**
 - There is an outreach piece needed on the streets -
 - Moira engaged with young people when she started to get to know where they might be found on the streets and then she could start to work to help them unravel the challenges they were facing.
 - There is a clear need to meet the young people where they are at and encourage them into routines. Detached youth work is a good way of engaging with them and building up trust and relationships.
- **Engagement**
 - All interactions are designed around the needs of the young person.
 - They want to see some progression.
 - Some young people get very comfortable, so you need to prompt them and nudge them along.
 - Together the youth worker and the young person look towards the end of the year goal and identify the next steps.
 - With the restrictions presented by COVID-19, it has been hard and frustrating to keep them doing something useful.
 - However, there was some good training completed online –
 - small engine repair, the programme got tools for them and equipment so they could work at home.
 - Health and Safety at Work training
 - Beauty skills in small groups
 - The practical, hands-on side of training was a problem.
 - Social care placements could not go ahead.
 - Volunteering was not possible go.
 - This will also be an issue in the coming year and with trying to get them into general employment.

More young parents coming forward to engage in the programme.

- Childcare does not seem to be as much of an issue as anticipated – it was built into the last programme but was not used in full. Generally, it was found that the partner, family or friends looked after children.
- There is definitely a need to re-examine how projects engage young mothers.
 - A young mother's group is not needed by these young mothers– they seem to have their own social circles.
- Pregnancy does not seem to be viewed by some young people as putting them in a crisis situation. Moreover, they seem to view it as a natural progression which they are happy to make.
 - It might change their housing status – but it's not the driving force behind the pregnancy.
 - In general, they are looking for more stability in their lives, and may see this as one way to achieve this.
 - There is a craving in them to move on in life and this is the next stage.
- Advocacy for young parents is very important in relation to social welfare and housing in particular and with preparing to be a mother.
 - Often they don't even have a medical card.
 - They need help navigating the systems.
- There is a need to support these young parents.
 - To help them to be a young family
 - How to do it right
 - What their rights and entitlements are
 - Cookery skills and other courses are of interest – gel nails, the kind of training that may allow them to earn a part-time income and work around children.
- **Increasing incidence of transient young people**
 - Several of the young people the programme engaged with were in insecure housing placements for a variety of reasons.
 - Family homes were overcrowded, and they might have had to leave, or the threat of same is present.
 - Many couch surfing with friends
 - Some lost placements in hostels
 - Some got approved for the Housing Assistance Payment (HAP) but could not find a flat/house due to shortages in supply in Tipperary town.
 - Some young people are losing out on potential rentals as landlords are going for tenants who can pay the deposit in cash up front.
 - Rents have been increasing.
- **Added complexity of COVID-19**
 - During the early days of COVID everything stopped.
 - Training courses in 2020 have been significantly disrupted resulting in widespread delays in planned courses starting.
 - There was a plan there for each young person, but it could not move forward, so the Programme approach was for them to remain at home and to keep them productive and engaged.
 - The youth worker had to take on new cases as they presented themselves and it became difficult to manage increasing case numbers.
 - A lot of good work was done and progress was made when working remotely.

Essential elements of the programme that helped it worked so well

1. The approach of going to find/meet young people where they are, rather than expecting them to present themselves to the programme.
2. Having one reliable point of contact who could assist the young person in dealing with basic needs first before starting to look at education, training or employment routes.
3. Wrap around counselling support if needed.
4. Good relationship by programme support worker with local stakeholders and services, so that she could advocate on behalf of the young person with their permission, if required.
5. Clear focus on the interests of the young person.
6. Continual tracking and encouragement by the programme support worker

What the programme was like for one young person?

One participant had completed the Leaving Certificate and had planned to progress to complete training to become an SNA, when his father became ill, and he became his father's carer which meant he could not start his course. The young person knew of Moira through local youth services, and she told him about the programme.

He engaged with the programme and as his father became more ill, this young person with support from Moira looked at the possibility of trying to run the business himself, but this was not possible because he did not have a driving licence which was essential.

When his father passed away, this young person found himself challenged by a family breakdown and as a result he had to leave the family home, so he found himself homeless, couch surfing with friends and also at this time attempted suicide.

Through the support and advocacy of Moira this young person secured rehabilitation support to deal with his mental health, he successfully applied for the SNA course and is now completing this course online, he has a new house to live in having been successfully assessed for HAP, he has a much more positive outlook on life and is looking forward to being able to secure employment with his qualification.

He speaks so highly of Moira:

"She is a very important person in my life...She has my back and keeps me motivated. She was someone who cared and was genuine in her interest in me. Moira went above and beyond to help me to progress. Her support has made a real difference in my life, she has helped me to turn it around."

And his advice to other young people who need support:

"I would say to any young person not to be shy to ask for help – I came from a family who never asked for help! You should never be embarrassed to ask for help."

To other similar services, he would say:

"Make it easy for young people to find a service like this."

6.2.2 Ability Programme

The Ability Programme promotes employment prospects and meaningful social roles for young people with disabilities. Ability is co-financed by the Irish Government and the European Social Fund as part of the ESF Programme for Employability, Inclusion and Learning 2014-2020.

The Ability programme aims to support young people aged 15-24 yrs from across Co. Tipperary with a diagnosis of a disability in which their disability may impact their employ-ability, train-ability and 21st century skills. These young people are furthest from the labour market and are experiencing challenges socially, functionally, and educationally. The key aim for the intended target group is to give young people an opportunity to develop practical and functional skills which enable them to participate fully in their communities.

There are three Ability Programmes being delivered in Co. Tipperary:

- 1) **Ability Programme/Youth Work Ireland** – countywide and focusing on young people with mental ill-health who have a diagnosis of ASD, a mental health condition, a learning disability or hidden disability. It is structured to work with the young person for as long as is needed to help them to make progress with a focus on getting the young person to do what they are interest in.

To date 80 young people have been through the programme and these are some of the most marginalised young people who do not seem to fit into other training models. Most are terrified of work. Many have been bullied at school. Some are engaging with CAMHS, others have addiction issues. What has been established during the course of the programme, is that this category of NEET young people have been largely forgotten and have huge capabilities but are sometimes labelled by those around them as being limited. The programme provides them with a reliable and consistent support to build their capacity to cope and to progress themselves.

- 2) **Ability Knockenrawley** - covering South Tipperary and connected to three services – Scoil Chormaic, Cashel, Irish Wheelchair Association, South Tipperary Services/The Moorehaven Centre, Tipperary Town and RehabCare, Clonmel. This Ability programme targets young people aged 15-29yrs, with the majority being 18-29yrs. The target number of young people to be engaged in the programme is 40, however, to date they have engaged with 52 young people. The programme has been extended to December 2022 as a result of COVID and the fact that placements could not be facilitated during periods of restrictions.
- 3) **Ability Programme Roscrea** – embedded in a day service at St. Ronan's Day Centre, Roscrea. The programme has a capacity for 20 participants at one time and as with the other Ability programmes in the county its progress has been hampered by placements not being available for participants during the periods of COVID restrictions.

Stakeholders working with young people with a disability consider that disability is so diverse, that there is not one single approach that will work for all young people. Disability is viewed as being layered in terms of its complexity, oftentimes bringing with it additional health challenges, emotional challenges or learned behavioural challenges. For some young people with a physical disability, physical access to the workplace can still be an issue, despite legislation that is in place to ensure that workplaces are access compliant.

In addition to their disabilities, these young people will in some instances also experience some of the general challenges face by other NEET young people that have already been outlined in addition to specific challenges outlined below:

Additional Challenges faced by NEET young people with disabilities:

- **Influence of parents**

There is a spectrum of parental responses which heavily influence the progression of young people with a disability:

- At one end of the spectrum, some parents are not very engaged in enabling their young people. They may not also be able to or willing to facilitate the young people practically, for instance in getting to and from the workplace with lifts.
- Other parents have fought very hard for their young people to get a place in a day centre and are not keen on the fact that entry into the workplace might jeopardise this placement. A day centre may offer security to the parents but may not be the right place for the young people in terms of them reaching their potential and engaging more fully in the community.
- There can appear to be clash between the needs of the young people and the needs of the parents, which is not always satisfied through the attendance of the young people at Day Centres.
- Some parents are not able themselves to support their young people and to encourage or push them to achieve their full potential.
- Some parents appear to be very dependent on the benefits and other financial supports that the young people are entitled to and don't want to disturb the status quo by the young people entering the workplace.
- At the other end of the spectrum some parents can be over-protective of their young people and so not see the potential they have for independent living and working.

- **Young people with a disability can feel stigmatised**

Some young people who have attended schools of special education can leave feeling stigmatised because of this as opposed to young people with a disability who have attended mainstream education. This impacts greatly their self-belief and confidence levels when it comes to examining progressions routes and potential employment.

- **There is an increasing cohort of young people with disabilities who have emotional challenges**

Anxiety, lack of self-confidence, lack of self-esteem and self-belief, poor ability to communicate – are all issues that can be found in some young people with a disability, especially those with hidden disabilities. When they have lived in a world where there may be no expectations of them to live independently, or where they have internalised their “difference” to the exclusion of the possibility of being able to sustain a job and earn an income – this impacts on how they see the proposition of securing a job. In some instances, young people with a disability are quite content with the idea of doing a work placement but they can't countenance the prospect of a long-term job.

- **Matching the skills and interests of the Young People with the type of work that suits**

Young people with disabilities may present with experiencing of many of the barriers to engagement that other NEET young people, however they also have additional challenges to

face in terms of identifying their skills and capabilities, getting the right support that will allow them to bring those skills to a workplace and matching their skills in the workplace with productive work that needs to be completed.

- **Young people with a disability need a specific type of support to help them to progress into employment**

There is a very specific type of support that is needed in order to best serve the needs of young people with a disability who are outside of the labour force. Working with these young people on a one-to-one basis is pivotal in developing their confidence and supporting them to take on training and work experience. Ability programmes will engage in task analysis and gap analysis with employers in order to identify work that is within the capability and interest areas of the young people.

Once a suitable working assignment is identified, the young people need on-going support outside of the placement, to provide them with consistent back-up and to help them to deal with any challenges that arise.

- **Identifying employers that are open to supporting YP with a disability to make their contribution**

The Ability programmes are hugely dependent on building good relationships with employers. When employers have the right mindset and see the benefits that employing a young people with a disability can bring to the workplace, it means that they are more likely to enrol other employers in their circle of influence, to do likewise. It is important that the workplace can offer support and guidance to the young people in terms of a mentor which will ensure a more successful placement.

Once a placement has been identified and deemed suitable to the skill-set of the young people, in some instances technology can be used to support the young people in keeping on track – this area of supported working is relatively new but offers great potential to young people and to employers. The young people with a disability will need on-going support, with staff checking in with them on a regular basis to provide encouragement and guidance when needed.

6.3 Service provision being planned in Co. Tipperary which will target NEETs

The South Tipperary Development Company (STDC) through its Social Inclusion & Community Activation Programme ([SICAP](#)) is planning a new programme for delivery in Carrick-on-Suir in response to the localised number of NEET young people in the town.

The area of Carrick-on-Suir being targeted, is characterised as being an unemployment blackspot in the county where there is an intergenerational culture of unemployment and a belief that there are no jobs in the town. Within this context it is hard for young people to develop any ambition. The culture of the community is also to remain within the locality for employment, with the established mindset of “It’s local or London” prevailing. Therefore, it is difficult to encourage young people to look towards other Tipperary towns for jobs or other opportunities. This is a hard mindset to dislodge and takes one-to-one work with young people to help them to see alternatives for their lives and to build their confidence and self-belief.

The STDC has a community house in one of the estates in the town, which has recently been refurbished to make it a more attractive and comfortable place for young people. Through the localised presence in the community, STDC is planning to engage with young people who are at risk of leaving school early, by working off referrals from a local second-level school. The idea is to engage with these young people in order to keep them at school or as they leave. The SICAP programme delivery will be brought into the school environment where it will work with young people referred by the school who will have the opportunity to engage in training such as Safe Pass, Driving Theory test, Manual Handling, Barista Training, Personal Development, and the development of personal action plans.

Wrapping around the engagement on the school premises, will be the availability of support through the STDC community house, with a regular and consistent staff member who is passionate about helping young people to achieve their potential. With this consistent reliable contact, they can build their trust in the organisation and the support offered. The house will provide a safe space to have a cup of tea, and a chat and to escape from challenging home environments if required, to a non-judgemental environment which offers a second chance to young people.

The young people engaged in the initiative will be registered on the SICAP programme and if they subsequently leave mainstream education they will have already established a relationship with SICAP and the STDC staff so that they can transition to the SICAP programme for support on a one-to-one basis to make future plans and identify potential progression pathways.

The aim is that the initiative will be young-person-centred in its approach and will utilise the “Distance Travelled Tool” to measure the progress of the young people through the SICAP programme in order to benchmark their progress. The programme is essentially a transition programme between school and SICAP, which will help to build the individual capacity of young people and to ensure that they are able to get the support they need to identify progression routes of interest through SICAP.

The programme is being supported by Connecting for Life because of concerns about the number of suicides in the area. Central to the programme therefore will be a focus on building mental health and wellbeing.

The programme is anticipated to start in 2021 – subject to COVID restrictions. If the programme is successful in its aims, it could be replicated in other towns.

6.4 Examples of other exemplar model programmes targeting NEETs

In the course of gathering this research a number of other programmes were mentioned to the author. Two have previously been delivered in Co. Tipperary by Donal Kelly (now acting CE of Youthwork Ireland – Tipperary, and the third is currently being offered in Co. Waterford by the Waterford and South Tipperary Community Youth Service (WSTCYS).

- **Work Winners**

Delivered in Co. Tipperary from 2009-2014 and co-ordinated by Donal Kelly, the Work Winners Programme targeted young people aged 18-25 yrs of age, who were most at risk of long-term joblessness guiding them towards high-quality training and being job ready. The key to the programme was matching the interests of the young person with work and training

opportunities and then wrapping around a consistent reliable support staff engaging with the young people from a youth work perspective and providing personal development support and one-to-one mentoring guidance to help them handle personal circumstances and adapting to the job market. The programme was a 6-month voluntary programme which incorporated an 18-week period of work placement. The programme supported 156 participants of which at programme end 70% exhibited positive progression outcomes. 12 months after the programme ended, 75% had achieved positive progression outcomes.

- **2020 Programme**

This programme was delivered in Thurles for 5 years by Youth Work Ireland – 2012-2017.

It was designed to respond to the fact that at the time the Community Employment programme was targeting those over 25yrs. This programme therefore was targeting under 25s and was linked with a private sector organisation as opposed to a community. It combined an opportunity to get a work placement alongside an educational input. The programme became less relevant when the Department of Social Protection lowered the age of eligibility for the CE scheme to 21yrs.

- **WSTCYS Youth Employability Programme**

The aim of this Programme is to enable young people to take responsibility for the direction of their own lives through helping them improve their social skills, increase self-esteem and confidence, and support them as they transition to education and employment. Waterford and South Tipperary Community Youth Service aims to enable young people to increase their economic security, opportunity, and participation by increasing their levels of employability, enhancing their acquisition of employability skills, and supporting their progression towards employment, education, or training. The Programme is based at Woodstown Residential and Activity Centre, catering for up to 15 young people between the ages of 17 and 24.

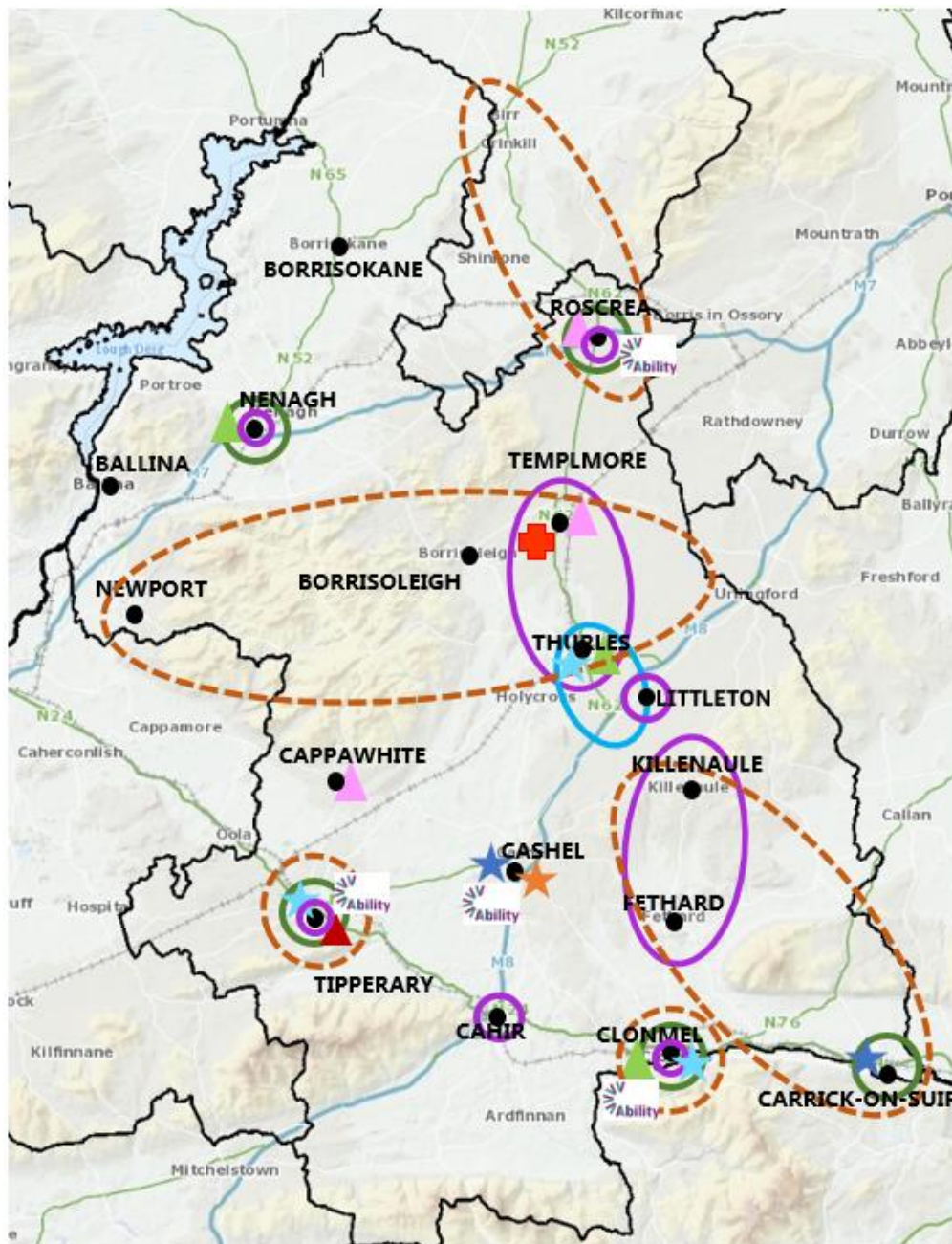
The key focus of the Programme is to:














- Develop a safe space with young people, where they can find their voice and have real influence on their own lives.
- Enable the development of core skills based around improvements in the 7 proximal outcomes for young people (communication skills; confidence and agency; planning and problem-solving; relationships; creativity and imagination; resilience and determination; emotional intelligence)
- Build bridges with Agencies that can help the young people find direction.
- De-mystify the world of work and support young people as they seek employment.

6.5 Other staff-led youth services in Co. Tipperary which may engage with NEETs

There are a range of youth services which engage with young people across the county. Some have a very specific remit i.e., justice, drugs, and alcohol addiction, whilst others funded through UBU funding from the Department of Children, Equality, Disability, Integration and Youth, are targeted at the most vulnerable, marginalised, and disadvantaged young people in the locality of the project with a very defined geographic and issues-based approach.

Map 9: Current provision of Key Youth Services in Co. Tipperary



Youthreach		UBU Youth Projects	
Community Training Centres		Garda Youth Diversion Programme	
Youth Employment Project		Traveller Youth Project	
Youth Information		Family Support Project	
Mid Tipperary Drugs Initiative		Ability Programme (YWI – county wide)	
Neighbourhood Youth Project		LGBTI + and outreach – county wide	
School Completion Projects		Rural Outreach Project UBU – county wide	

7. THE IMPACT OF COVID-19

7.1 The impact of the COVID-19 Pandemic on young people as observed nationally

There has been much reported in the Irish press about the impact of the COVID-19 pandemic on people across the country and not surprising one of the hardest hit groups have been young people. Research conducted by Dublin City University “Adjusting to COVID-19”, over the first lock down (April-June 2020) reported:

“People aged 18 to 29 years of age reported significantly greater mental health issues during the pandemic than those aged 50 and above, with females reporting significantly poorer mental health during the pandemic than males. Young adults also reported significantly higher levels of loneliness, less tolerance of uncertainty and lower perceived control over anxiety related events. Furthermore, they tended to spend significantly more time on social media than older adults.”

Loneliness, which is generally more prevalent amongst people over 50 yrs of age, was found to be significantly higher in young people. The research drew a direct correlation between the amount of time spent on social media with the mental health of a person, suggesting that time spent on social media was a strong predictor of mental health. Those who spend more than 4 hours a day on social media reported significantly poorer mental health.

On a gender basis, females aged 18-29 reported more severe mental health scores than any other gender-age group.

Another factor contributing to poor mental health in young people was their lower tolerance of uncertainty. Loss of structure and physical social interaction in addition to this continued heightened level of uncertainty and perceived less control over events which create anxiety all combine to the general decline in the mental health of young people.

A report published by the National Youth Council of Ireland in September 2020 also pointed to a number of key impacts brought about by the pandemic. The research highlighted the difficulties experienced by youth services in engaging with “at risk” young people, with the outcome that many:

“young people who were already most at risk became more disconnected during the pandemic”.

“The pandemic exposed a whole range of inequalities and exacerbated vulnerabilities in the youth sector.”

7.2 The impact of the COVID-19 Pandemic on young people as observed locally

There was unanimous agreement from all youth services and stakeholders, that many young people including NEET young people, already suffered many challenges and disadvantages prior to the COVID-19 pandemic descending upon the nation, however COVID has made their poor circumstances even worse and has reduced their opportunities.

Often the lives of NEET young people can be very complex with many experiencing a combination of factors which make their lives even more difficult. From this challenged position the arrival of COVID-19 and the resulting restrictions made them even more vulnerable and marginalised, as some illustrated by youth service stakeholders and employees identified in the quotes below:

"The message for everyone was to stay at home and stay safe, but for some young people home is not a safe place!"

"Those on the margins are now even further out on the margins."

"The huge worry is that the drop-out rate from further education will increase due to the online learning. Many young people who are living in chaotic households and have no access to appropriate devices will struggle to continue to participate on-line. Many young people use PLC/community education as an escape route from these households."

Some of the specific impacts of the COVID-19 pandemic which were mentioned by youth providers and stakeholders included:

7.2.1 Impacts affecting young people personally.

Mental Health and physical health

- Mental health issues have increased.
- Anxiety levels have increased – especially in girls.
- Parents being anxious about young people returning to school or training centres – this anxiety is being transferred to the young people. This may be related to underlying health conditions of the young people or someone else in the household.
- Increase in the level of panic attacks begin experienced.
- There is an increase in social isolation.
- Young people with severe anxiety have retrenched into their positions of isolation at home.
- Some who are very self-conscious finding video calls very difficult.
- There is a greater sense of hopelessness.
- Young people are more depressed about the future.
- They are angry that no-one is looking at their needs.
- Greater inability to cope.

Behaviour and habits

- Escalation in negative and unsafe behaviours
- Higher level of anti-social behaviour in areas
- Higher levels of dependency on drugs and alcohol

- Anecdotal evidence suggests an increase in the regular use of alcohol and drugs as a crutch during the COVID-19 pandemic.
 - This may have happened as the opportunity to do other things disappeared.
 - Drugs are “something to do”.
- Drug taking has become more obvious in the community – weed being smoked in public spaces with no attempt being made to hide it.
- Many young people were getting their full training allowance and had no place to spend it, which contributed to the increase in drink and drug usage.
- Reduced motivations to plan for the future – What is the point!

7.2.2 Impacts affecting the engagement of young people.

Engagement with mainstream school

- Transition back to school has been really difficult for some – the school environment is totally different.
- YP who have physical or psychological issues with having to wear masks are considered to be non-compliant and in some cases are being sent home.
- Excessive behavioural responses were observed in some.
- There has been a general de-motivation of some YP due to remote learning.
- Disengagement completely from education – there has been an increase in the number of NEETs (anecdotal)
 - Some young people did not reengage when schools re-opened.

PLC or 3rd level engagement

- Many young people who have just started to engage in PLC or 3rd level courses are really struggling with the online format of learning and lack of social interaction.
- It is likely that there will be a higher-than-normal level of drop out of 1st years in the academic year 2020/21

Training Opportunities

- Training initiatives (Youthreach and CTCs) had to adapt the way they worked – firstly to remote working and then when they got back into centres, there was a reduction in the numbers of young people who could be on site at the same time and a blended approach is now being used.
- Young people wanted to get back to the centres and students have adapted well to the changes in structures and timetabling.
- In some cases where learners are attending face-to-face on a half-day basis it is suiting them better
- The COVID-19 restrictions have impacted on the number of places the initiatives can offer – dependant on the space they are using.
- Lack of available technology for learners was a huge problem at the outset of the remote learning period.
- Lack of IT skills was also highlighted as an issue with learners.
- Many learners were trying to do remote learning from homes where there is very little quiet space, limited technology or access to reliable broadband or support.
- Lack of motivation was evident with some learners.

- Engagement in remote learning was challenging with some learners as their routines were gone, some had been up gaming all night, others appeared in their pyjamas from their beds, others engaged but with the camera off.

Engagement with youth programmes and other youth focussed services.

- Some young people already engaged in GYDPs did not engage remotely.
- It has been very difficult for some services to engage with a young person who they have not met in person – they just don't answer the phone. This was especially relevant to services where there had been a change in personnel during the COVID pandemic and the young person therefore had no relationship established with the person trying to contact them.
- COVID-19 provided excuses for some not to engage, excuses which could not really be challenged.
 - Not being able to safely travel
 - Having to isolate
 - Having vulnerable family at home
- Services have had to prioritise the more vulnerable cases which needed one-to-one work.
- Supports are not there for young people.
- Face-to-face work with youth services has been limited at times and capacity reduced in some projects.

Engagement with mainstream services

- Lack of engagement with services.
- Delays in accessing services due to service staff working remotely, a delay in getting paperwork returned and in paperwork being processed.
- Limited access to school supports during periods of lockdown.

7.2.3 Impacts affecting the safety and security of young people.

Homelessness

- Increasing number of young people presenting as homeless.
- There is a lack of housing supply.
- Some young people who approved for Housing Assistance Payments (HAP) are missing out on private tenancies as landlords are taking cash deposits from potential tenants. The landlord accepting a HAP approved young person will have to wait a few months for deposits to be processed.
- Greater sense of hopelessness.
- The experience of living in a hostel can initiate a spiral into addiction and has a negative influence on mental health.

Employment Opportunities

- Jobs have been lost – full-time and part-time.
- Casual work through Farm Relief services are limited.
- Potential jobs pool has further decreased.
- Unlike in previous recessionary times, at present young people cannot move out of the country to another country where there is more employment opportunity.
- Many young people have no qualifications, experience or money to help them to get through the impact of the pandemic.

Poverty

- Due to the casual nature of many jobs, young people did not qualify for Pandemic Unemployment Payment (PUP), which in some cases has impacted on household incomes.
- Some young people who would not previously have contributed to household income are now being relied upon because parents now need financial support.
- Due to losing part time jobs some young people have deferred courses because they cannot fund the cost.
- Implications of technology poverty (lack of devices, lack of access to good broadband, many sharing one device) means that young people are struggling to keep up with online interactions.

Chaotic Households

- Chaotic households have become more chaotic and young people find it very difficult to follow any online interactions.
- Young people having no quiet, safe, and stable space to try to engage with services.
- Some families using COVID-19 as an excuse not to send young people to school.
- Some young people using COVID-19 as an excuse not to attend.
- Quality of family life has deteriorated.
- Many young people just surviving day to day.

Portrayal of Young People in the media

- At different times during the pandemic, there was a lot of negative media coverage directed at young people suggesting that they were “COVID-19 spreaders” and that they did not adhere to the public health guidance. This was felt deeply by many young people, it was taken very negatively to heart and impacted on their sense of belonging.

7.2.4 Specific impacts on NEET Traveller young people

- Traveller young people were very marginalised but are even further marginalised now with the impact of COVID-19.
- As with a lot of other young people mental health has suffered, social isolation has increased, and education has suffered for those who were engaged.
- On a very basic level some Traveller young people are living in 3rd world conditions, in some cases living with no running water and using a portaloo.
- Overcrowding is a regular occurrence so that those still engaged in education or training have no quiet place to study.
- The normal supports for Traveller families have been taken away – they would normally have dealt with things/service on a face-to-face basis, which has not been possible with COVID-19.
- Many are unbanked and therefore have no access to using bank cards and consequently ATMs, contactless payments or on-line payment systems.
- Charity shops have been closed which makes it difficult to get clothing when required.

7.2.5 Specific impacts on NEET young people with a disability

- Many young people with a disability, also have underlying health challenges, therefore with the onset of COVID there was much concern in this community and within their families about their vulnerability of catching COVID and the implications to their health.

- Disability services were slower to resume and in some cases families kept their young people away due to concern about the risks of contracting COVID-19 in group day centre settings even with protective measures in place at the settings and on transport to the settings.
- When services did resume and parents were anxious for “normality” to be restored to household routines, there was reluctance on the part of some young people to return to the day services they had been previously attending as they were not used to a different routine and home life engagement and preferred this to the day centre setting. This has presented as a challenge as young people cannot be forced to attend, especially when they are not enjoying the interactions in the day centres. Consequently, there has been an increased level of referrals to Ability programmes as families seek alternatives for the young people.
- Young people with a disability and emotional challenges retrenched during the restrictions of COVID and will required a lot of one-to-one support to get them out their own front doors and starting to re-engage again with any type of services.

8.0 INTERVENTIONS CONSIDERED IMPORTANT BY YOUTH SERVICES AND STAKEHOLDERS TO SUPPORT NEETS IN CO. TIPPERARY

8.1 Interventions that youth service providers and stakeholders believe are needed

The youth workers and stakeholders canvassed, suggested a wide range of supports and interventions that they consider are needed to support NEET young people across the county. These have been divided into two categories, firstly supports and interventions that are needed for NEET young people when they are in this age category and secondly ancillary supports which are outside of the remit of any targeted programmes for NEETs.

8.1.1 Supports specific to NEET young people

➔ **Targeted Employability Programmes**

- As the pathway to becoming a NEET is different, there is a need for different interventions and support.
- A youth employability programme is needed in most large Tipperary towns.
 - Nenagh, Tipperary Town, Thurles, Clonmel
 - Sustainable and long-term programme.
 - Delivered with a youth work approach, youth workers have good relationships with NEETs.
- A programme needs to go out and find the young people where they are meeting, not expect the young people to walk in their doors.
- A programme needs to be a long-term structure where young people can get continual support as and when they need it – progress can be slow with these young people.
- Advocacy for NEET young people is required to help them deal with their essential needs first (somewhere safe to live, food to eat, welfare and health supports they are entitled to)
 - NEET young people often need someone to do it with them, as opposed to telling them what to do.
- A dedicated youth worker to engage and target NEETs within existing youth services, someone with the time to support them and to devote to helping them to make progress – it would help to get consistent engagement from the young person.
- A transition worker to support young people take the next step from a programme which is delivered to the age of 18 years or an Employability Programme into employment or training.
 - Bridging support between education and employment.

➔ **A Stepping-Stone Transition Programme**

- There is a big gap between leaving school/training initiative/Youthreach and progressing to a PLC.
 - Young people taking this step need an advocate, a single point of reference as they transition.
 - Literacy and numeracy are still big issues.
 - Need to work on communication.
 - And to build their capacity.

- For those who are not academic they learn by doing so some practical subjects and skills
- The challenge is how they can get to the level 5 courses in the area that they are interested in.
- Increase their confidence in these areas.

[Note: Consider looking at the Cavan Monaghan ETB model of PLC Access Programme which was piloted in 2019/20 and delivered in Cavan Institute and Monaghan Institute.]

➔ **Other specific supports for NEETs suggested**

- More advertising across all platforms, of targeted youth services through agencies that YP are engaging with.
- Diverse Career Guidance
- Alternative Mental Health supports to CAMHS for young people aged 17yrs plus – perhaps like Jigsaw (A Jigsaw service is due to open in Tipperary in June 2021).
- Literacy support on a 1-1 basis
- Job preparation training – CV preparation, interview skills, letter writing, manual handling, safe pass, ECDL – a jobs club for under 18s.
- More services for YP aged 16+, many of the services are only accessible at 18yrs.

➔ **Training opportunities**

- Local access to pre-apprenticeships, apprenticeships, and traineeships or better local transport links to make access more feasible.

8.1.2 Other interventions required in the county

One clear thread in the feedback from youth workers and stakeholders, was the need for a range of early intervention measures for young people and families required in the county, in order to prevent young people getting to the point of disengagement from mainstream education. These include:

- ➔ Development of parenting skills through one-to-one family support, not just sending parents on a course. Focus with parents on the importance of children attending school regularly.
- ➔ Early interventions for young people who are at risk of leaving school early – before 16 yrs.
 - Some schools that do not have DEIS designation do not have access to a Home School Community Liaison, School Completion Programmes or other supports that concentrate on the re-engagement of young people at an early stage.
 - Staff to work with young people in post-primary schools who present with school refusal, who can work one to one with the young person and their family.
 - As a very early intervention measure there is a need for staff in the primary schools to target school refusal or missing school at an early age.
 - There are difficulties where a young person moved from a primary school with DEIS supports to a post primary school with no DEIS designation. No additional supports means that the young person is more likely to drift.
 - Traveller Young People have poorer educational outcomes – a Family Learning Programme for Traveller families like the one in Cashel would be welcomed in Clonmel.

- A [National Traveller and Roma Inclusion Strategy](#) (NTRIS) [STAR](#) pilot project in Co. Tipperary would be welcome where dedicated Home School Community Liaison Officer, Traveller Education Worker and Education and Welfare Officer are allocated for Traveller families in the county.

Further suggestions fall into the domain of community or societal actions required to tackle factors which contribute to the challenges of NEET young people.

- ➔ **Housing** – homelessness is a big factor, with more young people presenting as homeless.
 - Homelessness was identified as a factor particularly in Tipperary town, Cashel and North Tipperary.
 - Property prices have continued to escalate despite the pandemic.
 - Supply of homes has become more limited in the whole market which means that even if young people are approved for Housing Assistance Payment (HAP), there is not enough capacity in the system to accommodate them.
- ➔ **Engagement with front line services** - There was a suggestion from a number of stakeholders that staff in some of the front-line services that NEETs engage in, could benefit from training in order to improve their interactions with young people and NEETs in particular. The NEET young people they are engaging with are in many cases very vulnerable, may have experienced Adverse Childhood Experiences and are having to deal with complex challenges, some as fundamental as not having a postal address. A change in staff attitudes would be welcomed and an adherence to delivering the support which staff are mandated to deliver, would make a difference.
- ➔ **A change in the expectations and attitudes** towards Traveller young people in schools and in the community was highlighted:
 - These young people have some of the greatest needs, many feel:
 - Excluded
 - Marginalised and lost
 - Exhibit low levels of confidence
 - Have low self-esteem
 - Experience not being welcomed in society/local community
 - Experience regular bullying on social media
 - Encounter racism on a regular basis
 - Commonly have poor literacy and numeracy levels
 - Often are on reduced timetables in school, therefore a loss in schooling occurs
 - Have very limited IT skills – digital poverty widespread (apart from Facebook)
 - School attitudes vary in relation to their expectations or aspirations for Traveller young people, and therefore their willingness to go above and beyond to support young people to progress is not consistent across all second level schools.
 - It was suggested that NEET Projects working in partnership with Traveller advocates may achieve better reach into the Traveller Community.

8.2 Is there a need for targeted programmes for NEETs in Co. Tipperary?

Youth services and stakeholders were asked to comment on whether they felt there was a need for a specific initiative in their area of delivery targeting NEET young people. The table below illustrates the feedback and the comments made in support of such a development.

Table 14: Feedback from youth services on the need for a NEET-focussed support service across the county

Area in the county	Is there a need for a NEET initiative	Reasons for response
Countywide: Ability Programme- Specifically targeting with disabilities	Yes	<ul style="list-style-type: none"> There is a need for a person centred, individualised support service, to engage with the young people and focus on their interests and aspirations. Generic one size fits all programmes, isolate these specific young people, in the same way mainstream education did.
Cahir	Yes	<ul style="list-style-type: none"> The numbers of young people in the NEET's category continues to rise. There are very little support services for young people living locally. Many of our young people have a strong desire to work however due to the limited number of positions available in the small town of Cahir the competition for these positions are challenging.
Carrick—on-Suir	Yes	<ul style="list-style-type: none"> Carrick on Suir would benefit from a service to support young people particularly in the 18-24 year age range The model of work applied by the Youth Employability Project WSTCYS is one that has been proven as effective and is worth emulating.
Clonmel	Yes	<ul style="list-style-type: none"> There are a higher number of NEETs young people presenting. A focused programme may help to target a larger number of young people we may not be able to reach. Young people are hard to reach, and a specific youth-led skill set is required to engage and support them through a focused and supportive programme to ensure they progress effectively into education or employment. Clonmel is a large town, with a large youth population and our organisation is aware that there are a high number of young people who meet the definition of NEET, particularly in the estates where our centres are located

Area in the county	Is there a need for a NEET initiative	Reasons for response
Nenagh	No	<ul style="list-style-type: none"> At this moment, there is not enough evidence to support a need for a NEET worker. Young people who are NEET cannot be viewed in isolation and need a holistic approach to tackle the issue- substance misuse. family support, mental health etc. There is a need for a project worker to work with complex cases that present with learning disabilities, low school attendance, school refusal and challenging behaviour in school and at home. There is also a need to work with young people who present with complex mental health issues that may lead to school refusal. There is also a need for supporting their families
Roscrea	Yes	<ul style="list-style-type: none"> Because the education system has either forgotten about them or given up on them. Usually by 17/18 young people will start looking for work but are in no position to apply for even the most basic manual labour positions. I want to see more options for as many or few as want to attend but to allow them to see they are worth something and can have a future. It doesn't take long for them to become discouraged and end up just waiting to sign on or earn money illegally
Tipperary Town	Yes	<ul style="list-style-type: none"> We are already engaging with these young people and can see that post-pandemic the numbers are going to increase. There is a real need for this specific programme of support. Because of lack of hope they don't always come asking for help but if it is there they may come especially to informal setting like youth service to start with
Thurles & Templemore	Yes	<ul style="list-style-type: none"> As sometimes they fall through the cracks, this would give them something to become involved in that is goal driven and would enable them to grow confidence and responsibility

9. RECOMMENDATIONS: RESPONDING TO THE NEEDS OF NEET YOUNG PEOPLE IN CO. TIPPERARY

9.1 What are the essential components of any new services being planned?

Currently there is a limited NEET service provision across the county (YouthReach and Community Training Centres) which most of the focus on engagement in learning and skills development moving towards employment progression. There is scope to put forward applications which specifically address some of the particular needs of NEET that currently present barriers to engagement as outlined in the previous section, or which wrap around and add-value to existing youth training services. The following components have been identified as important considerations for project proposals supporting NEET in making progressions:

Key Project components

- **Additional supports for older NEETs – 20-24yrs old**
To complement the existing youth employability/education initiatives of YouthReach and CTCs, there is a gap in the county for additional programmes of support for older NEET young people who are not necessarily targeted by these programmes.
- **Reaching out to support young people.**
A successful service will actively go out on the streets and neighbourhoods to find the most vulnerable young people in need of NEET supports. Utilising local networks with other stakeholders who deal with young people as well as partnering with local youth organisations will support the identification of those in need of help.
- **Advocacy support**
Oftentimes young people in the NEET category do not have a reliable adult in their lives who can help them to navigate their way around basic and specialised services. The foundation stone of working with any of these young people is to help them tackle the primary needs which may be presenting a barrier to even considering engaging in education, training or employment. Therefore, any project needs to build in the one-to-one time required to assist young people with things like: form filling, applying for entitlements, addressing homelessness/securing a home placement, engaging effectively with DSP.
- **Inclusion of supports for tackling mental ill-health, addiction and self-care issues.**
In most cases, specific issues like mental health challenges and drugs/alcohol misuse require specialist interventions and counselling, which are not always available to service providers in sufficient quantity in order for the young person to make progress. These issues will remain a barrier to onward progression unless the young person can engage in a comprehensive programme of support. The majority of young people who are being engaged in programmes need some counselling support.
- **Providing a focus on personal development prior to working towards qualifications.**
Many NEET young people need to have an opportunity to work on personal issues as a precursor to working towards qualifications. Many young people, especially those with social anxiety issues, need a progressive approach to programme engagement from one-to-one support, then onto group work and finally residential work if it is included in the programme.

A suite of interventions including supports to work on resilience building, stress management, anger management, social anxiety, communication skills is recommended.

- **One-to-one support.**

Programmes need to have a one-to-one mentoring/coaching support element from beginning right through to transition from the programme.

- **Zoning in on education and training that is of interest to young people.**

In order to successfully re-engage young people, it is important to capture their interests within any work being done with them – whether that is based on improving their literacy and numeracy or identifying potential progression routes.

- **Continued availability of specific interventions to support young people with a disability.**

The Ability Programme illustrates that there is a need for a tailored programme of support for young people with a disability who have much potential which in many cases is not fully activated. They need a programme of support which will tap into their interests and capabilities as well as offering long term support to help them to get “work-ready” with the confidence to engage fully and to get work patterns established.

- **Longer time-frame for engagement within programmes.**

A general comment made by services catering for the needs of NEETs identify that NEETs need a programme of intervention which is ideally 2 years in duration in order to make progress with the young person firstly, on a one-to-one basis addressing personal issues, then moving on to group work and then to employability related skills development.

- **Additional onward transition support.**

There is a suggestion that some young people need transition support into their next level of progress into education, employment, or training when they progress to the next step beyond NEET programmes. Services find that many NEET young people find the progression to new environments (i.e. PLC courses) and routines overwhelming and having come from a supportive environment of one-to-one support they struggle to cope with being part of a new, unfamiliar and anonymous placement.

- **Potential partnership approach with Traveller Community activists within programme**

Co-creating NEET focused programmes with Traveller Community Activists will service to ensure a greater buy in from the Traveller young people and will also link the young people with role models from their own community who have engaged with education, training and employment in different fields.

- **Supporting the development of young parents**

Given the experience of the 4Real programme in Tipperary Town, more young parents are presenting looking for support, to help them to identify their next steps into education, training or employment. They also need support in developing themselves in their role as young parents.

- **Additional funding required to overcome specific barriers i.e. transport**

Lack of available public transport is an ongoing issue in rural areas of the county and in some places the only means of getting young people to programmes is by taxi, therefore additional funding to accommodate this transportation is essential to be able to provide a level basis for engagement.

- **Programme flexibility**

There is a certain amount of built-in flexibility required in order to tailor programme elements to the needs of NEET young people - for instance, to support staff to go to where the young person is, especially at the initial stages of working with them in order to do the essential one-to-one work required to engage them fully. Also, programmes need to be able to incorporate different forms of interaction, according to what the young person needs.

- **Pre-NEETs need programmes of support**

Early interventions are required for younger NEETs especially those under 16 years in order to prevent the disengagement which creates a routine of inactivity which is hard to break. Such young people are sometimes held on reduced timetables until they reach Junior Cert/16 years and may not be fully engaged even at this level of education provision. Some of the difficulties experienced by 18yrs+ NEETs relate to the isolation from being out of a routine when out of education, development of social anxieties, low mood, loss of interest, aspiration and motivation – much of this can develop or be enhanced in the period of time after leaving school at the age of 16yrs.

9.2 Where in the county are additional NEET-focussed supports for young people required?

The table overleaf summarises some of the key information available on a geographic basis which contributes to creating a rationale for NEET support in specific areas of the county. It focuses on the following datasets:

- Projected number young people aged 16-24 yrs in 2021 by the electoral district(s).
- Projected number of young people aged 16-24 yrs in the small areas within the electoral district living in areas classified as very disadvantaged including the number living in small areas classified as disadvantaged.
- Number of 18–24-year-olds on the Live Register at the local social welfare office.
- Number of young people that did not progress to third level from the local post primary schools.
- List of existing staff-led youth service provision in the area.

A score for each area has been calculated to represent the volume of young people potentially at risk of non-progression in education, training or employment. This has been calculated by adding up the following figures:

- Number of young people living in **very disadvantaged areas**.
- Number of young people living in **disadvantaged areas**.
- Number on **Live Register** at local SW office (Dec '20)
- Number of young people that **did not progress to 3rd level 2019**

Each area once scored was ranked in order to provide a basis for prioritising areas in most need of interventions in relation to NEETs. A secondary calculation was worked to translate the score into percentage of the total number of young people in this area. Both are presented in the table overleaf and the table is ordered starting with the areas with the highest number of potentially at-risk young people which gives some indication about the scale of the potentiality of NEETs across the county. Appendix 7 contains the same list organised according to the ranking of each area's score as percentage of the total local population of young people aged 16-24yrs.

Table 15: Key information suggesting areas of priority for employability supports for NEET Young People

Town/Area	2021 Projected No of 16-24 yr olds	Key stats – using projected numbers of 16-24yrs olds in 2021	Current Service Provision	RANK by potential number of YP at risk
Clonmel Rural Urban W Urban E	729 549 <u>354</u> 1,632	<ul style="list-style-type: none"> 61 living in very disadvantaged areas 484 YP living in disadvantaged areas. 188 on Live Register Clonmel SW office (Dec '20) 78 YP did not progress to 3rd level 2019 	<ul style="list-style-type: none"> 1 DEIS post primary school 3 non-DEIS post primary schools School Completion Programme Community Training Centre Ability Programme GYDP UBU Youth Project UBU Youth Information service (part-time) 	1 811 (50%)
Thurles Urban Rural Littleton	830 271 <u>147</u> 1,248	<ul style="list-style-type: none"> 92 living in very disadvantaged areas 251 YP living in disadvantaged areas. 198 on Live Register Thurles SW office (Dec '20) 49 YP did not progress to 3rd level 2019 	<ul style="list-style-type: none"> 1 DEIS post primary school 3 non-DEIS post primary schools School Completion Programme Community Training Centre Youth Traveller Project UBU Youth Project with Templemore UBU Youth Information service 	2 590 (47%)
Killenaule Fethard Buolick New Birmingham Farranrory Ballingarry Mullinahone Drangan Peppardstown Greystown	140 71 91 46 55 76 103 91 171 <u>73</u> 917	<ul style="list-style-type: none"> Zero YP living in very disadvantaged areas. 393 YP living in disadvantaged areas. 65 on Live Register – Area included in Cashel SW office (Dec '20) 56 YP did not progress to 3rd level 2019 	<ul style="list-style-type: none"> 2 DEIS post primary school 1 non-DEIS post primary schools School Completion Programme UBU Youth Project (Fethard & Killenaule) 	3 514 (56%)
Roscrea	774	<ul style="list-style-type: none"> 156 YP living in very disadvantaged areas. 209 YP living in disadvantaged areas. 87 on Live Register Roscrea SW office (Nov '20) 25 YP did not progress to 3rd level 2019 	<ul style="list-style-type: none"> 0 DEIS post primary school 2 non-DEIS post primary schools School Completion Programme Youthreach Ability Programme GYDP UBU Youth Project 	4 477 (62%)
Tipperary Town Urban East Urban West Rural	277 166 <u>304</u> 747	<ul style="list-style-type: none"> 162 YP living in very disadvantaged areas. 349 YP living in disadvantaged areas. 90 on Live Register Tipperary SW office (Nov '20) 23 YP did not progress to 3rd level 2019 	<ul style="list-style-type: none"> 1 DEIS post primary school 2 non-DEIS post primary schools School Completion Programme GYDP Youth Information Service UBU Youth Project 4Real Youth Employability Project Ability Programme 	5 463 (62%)

Town/Area	2021 Projected No of 16-24 yr olds	Key stats – using projected numbers of 16-24yrs olds in 2021	Current Service Provision	RANK
Carrick-on-Suir Urban Rural Carrickbeg	522 87 <u>205</u> 814	<ul style="list-style-type: none"> 126 YP living in very disadvantaged areas. 299 YP living in disadvantaged areas. 69 on Live Register Carrick on Suir SW office (Nov '20) 56 YP did not progress to 3rd level 2019 	<ul style="list-style-type: none"> 2 DEIS post primary school 1 non-DEIS post primary school School Completion Programme GYDP Youth and Family Support Project 	6 424 (52%)
Nenagh West Urban East Urban Rural	552 346 <u>228</u> 1,126	<ul style="list-style-type: none"> 19 YP living in very disadvantaged areas. 224 YP living in disadvantaged areas. 135 on Live Register Nenagh SW office (Dec '20) 16 YP did not progress to 3rd level 2019 	<ul style="list-style-type: none"> 0 DEIS post primary schools 3 non-DEIS post primary schools Community Training Centre GYDP UBU Youth Project 	7 402 (36%)
Cashel Urban Rural	229 <u>347</u> 576	<ul style="list-style-type: none"> 9 YP living in very Disadvantaged areas. 83 YP living in disadvantaged areas. 65 on Live Register Cashel SW office (Dec '20) 24 YP did not progress to 3rd level 2019 	<ul style="list-style-type: none"> 2 non-DEIS post primary schools Youth and Family Support Project Mid Tipperary Drugs initiative Ability Programme 	8 182 (32%)
Templemore Templetouhy	187 <u>118</u> 305	<ul style="list-style-type: none"> Zero YP living in very disadvantaged areas. 122 YP living in disadvantaged areas. 198 on Live Register - Templemore included in Thurles SW office (Dec '20) 20 YP did not progress to 3rd level 2019 	<ul style="list-style-type: none"> 1 non-DEIS post primary schools School Completion Programme Family Support Programme YouthReach UBU Youth Project 	9 142 (25%)
Newport	347	<ul style="list-style-type: none"> Zero YP living in very disadvantaged areas. 59 YP living in disadvantaged areas. 135 on Live Register - Newport included in Nenagh SW office (Dec 20) 18 YP did not progress to 3rd level - 	<ul style="list-style-type: none"> 1 DEIS post primary school 1 non-DEIS post primary school School Completion Programme 	10 77 (22%)
Cahir Kilcommen Ardfinnan	108 247 <u>123</u> 478	<ul style="list-style-type: none"> Zero YP living in very disadvantaged areas. 147 YP living in disadvantaged areas. 46 on Live Register Cahir SW office (Dec '20) 29 YP did not progress to 3rd level 2019 	<ul style="list-style-type: none"> 1 non-DEIS post primary school UBU Youth Project 	11 22 (5%)

Note: The percentage calculated in the “Rank Column” represents the number of young people considered at risk of becoming a NEET as a percentage of the projected number of young people aged 16-24yrs in this area.

APPENDIX 1: Youth Services & Stakeholders that submitted feedback for this report.

Youth Services that provided feedback

Youth Service	Project	Respondents	Delivery Location
Waterford South Tipperary Community Youth Services	Clonmel Community Youth Project	Shanice Hickey	Clonmel
Waterford South Tipperary Community Youth Services	Garda Youth Diversion Programme	Neil Halligan	Clonmel
Waterford South Tipperary Community Youth Services	Cahir Youth Project	Claire O'Neill	Cahir
Waterford South Tipperary Community Youth Services	Edge Garda Youth Diversion Project	Amy O'Halloran	Carrick on Suir
Youth Work Ireland Tipperary	4Real Youth Employability Programme	Maira Merrigan	Tipperary Town
Youth Work Ireland Tipperary	Thurles & Templemore Youth Project	Dearbhla Hall Lucie Clement	Thurles/Templemore
Youth Work Ireland Tipperary	Ability Programme	Tommy Dorney	Countywide
Youth Work Ireland Tipperary	Youth Information	Pauline Strappe	Tipperary Town/ Thurles
Youth Work Ireland Tipperary	Tipperary Town Youth Project	Lisa McGrath Tjasa Bracic	Tipperary Town
North Tipperary Development Company	Roscrea Youth Project	Robert Foley	Roscrea
North Tipperary Development Company	RAY Garda Youth Diversion Project	James Egan	Roscrea
Foroige	Nenagh Youth Project	Anthony O'Connor Serena Orr	Nenagh
Foroige	Garda Youth Diversion Project	Orla Hahessy Serena Orr	Nenagh

Key Stakeholders in the country who provided feedback

Youth Stakeholders	Project	Role
Evelyn Nevin	Ability Programme – Knock	Co-ordinator
Paul Farrell	Ability Programme Roscrea	Co-ordinator
Una O'Dwyer	Clonmel Community Training Centre	Manager
Eric O'Brien	Foroige	Regional Manager
Rose Nunan	Nenagh Community Training Centre	Manager
Maedhbh Gordon	North Tipperary Development Company	SICAP Co-ordinator
Phil Shanahan	South Tipperary Development Company	Social Inclusion Programme Manager
Nuala Martin	Tipperary Rural Travellers Project	Development Worker
Michelle Kelly	Waterford and South Tipperary Community Youth Service	Regional Manager
Catherine Doyle	Youth Work Ireland Tipperary	Manager
Donal Kelly	Youth Work Ireland Tipperary	Chief Executive (Acting)
Joanne Barry	Youthreach Cappawhite	Manager
Bernadette Daly/Jackie	Youthreach Roscrea	Manager/Tutor
David Young	Youthreach Templemore	Manager

APPENDIX 2: Electoral Divisions with Census 2016 numbers of 16-24yr olds and projected numbers of 16-24yr olds in 2021, ordered by the highest projected numbers first.

ED Name	ED ID	Total Population 2016	Deprivation Score 2016	Projected No. of 16-24yr olds in 2021
1. Thurles Urban	22004	6814	-8.08	830
2. Roscrea	22059	6305	-8.72	774
3. Clonmel Rural	23133	5652	2.14	729
4. Nenagh West Urban	22002	5481	-4.40	552
5. Clonmel West Urban	23086	5563	-14.02	549
6. Carrick-On-Suir Urban	23083	4398	-14.28	522
7. Ballina	22027	3124	8.32	440
8. Inishlounaght	23134	3348	2.50	381
9. Clonmel East Urban	23085	3963	-3.07	354
10. Cashel Rural	23096	2971	-1.44	347
11. Newport	22049	2949	1.67	347
12. Nenagh East Urban	22001	3175	-5.32	346
13. Tipperary Rural	23177	2143	-2.29	304
14. Tipperary East Urban	23087	2409	-18.26	277
15. Thurles Rural	22079	2314	2.80	271
16. Mortlestown	23127	1777	-0.74	252
17. Kilcommon	23125	2117	-8.19	247
18. Cashel Urban	23084	2412	-8.94	229
19. Nenagh Rural	22048	1870	3.39	228
20. Castletown	22034	1470	-1.97	223
21. Carrickbeg Urban	23082	1496	-9.37	205
22. Templemore	22003	1946	-7.24	187
23. Kilsheelan/Killaloan	23701	1436	-2.03	182
24. Drom	22064	1169	3.04	173
25. Peppardstown	23115	1393	-4.30	171
26. Killeenasteena	23108	692	5.92	167
27. Tipperary West Urban	23088	1819	-10.47	166
28. Holycross	22068	1403	-1.33	163
29. Borrisoleigh	22063	1215	-2.88	157
30. Ballyclerahan	23132	1082	4.87	153
31. Twomileborris	22080	877	-1.30	148
32. Littleton	22071	1102	-10.44	147
33. Borrisokane	22008	1254	-9.36	144
34. Tullaghmelan	23130	1068	1.88	141
35. Killenaule	23109	1150	-11.97	140
36. Lisronagh	23139	883	1.05	140
37. Birdhill	22031	733	3.17	129
38. CloghJordan	22010	1055	-1.97	128
39. Youghalarra	22051	915	4.76	127
40. Rahelty	22077	772	-0.35	125
41. Ardfinnan	23117	1103	-2.74	123
42. Templemouhy	22078	816	-7.12	118
43. Kilcash	23135	808	3.75	111
44. Caher	23121	1134	-0.33	108

ED Name	ED ID	Total Population 2016	Deprivation Score 2016	Projected No. of 16-24yr olds in 2021
45. Kilpatrick	23110	897	-2.83	108
46. Ballyporeen	23119	921	-5.31	105
47. Mullinahone	23150	859	-10.24	103
48. Kilmore	22041	688	-4.83	102
49. Carrigatogher	22033	702	1.62	100
50. Kilkeary	22039	660	0.59	98
51. Cappagh	23158	875	-4.47	97
52. Knockgraffon	23111	780	-0.51	97
53. Tullamain	23116	676	-3.87	97
54. Knigh	22044	772	0.55	95
55. Newcastle	23128	727	-2.96	94
56. Kilcomenty	22038	693	3.78	93
57. Monsea	22047	642	5.75	93
58. Buolick	23143	621	-10.75	91
59. Drangan	23103	671	-5.66	91
60. Kilcoran	23126	531	-0.71	90
61. Loughmoe	22073	632	0.53	89
62. Ballykisteen	23155	761	-3.57	88
63. Carrick-On-Suir Rural	23089	503	-0.99	87
64. Derrygrath	23124	707	3.87	87
65. Clonoulty West	23100	669	-5.41	86
66. Bansha	23156	845	-5.89	85
67. Golden	23166	810	-2.55	85
68. Garrangibbon	23090	639	-6.21	84
69. Ardcrory	22026	558	-0.48	82
70. Gaile	23105	746	-1.70	82
71. Lattin	23170	493	-0.83	82
72. Kilrush	22070	499	1.74	81
73. Abington	22024	572	-5.48	80
74. Clonbeg	23159	734	0.26	80
75. Ballynaclogh	22030	677	2.55	79
76. Donohill	23162	636	-2.79	79
77. Magorban	23112	624	3.62	79
78. Riverstown	22021	555	0.33	78
79. Clogheen	23122	942	-6.01	77
80. Emly	23164	664	-6.26	77
81. Kilbarron	22015	604	0.98	77
82. Ballingarry	23141	708	-10.70	76
83. Drumwood	23163	578	1.28	75
84. Ballygibbon	22028	616	0.41	73
85. Cooleagh	23102	549	-0.29	73
86. Graystown	23107	425	-7.48	73
87. Kilmucklin	23169	551	-2.73	73
88. Fethard	23104	873	-9.55	71
89. Fennor	23146	511	-3.96	69

ED Name	ED ID	Total Population 2016	Deprivation Score 2016	Projected No. of 16-24yr olds in 2021
90. Ardmayle	23093	577	-6.66	68
91. Kilfeakle	23167	449	-2.87	68
92. Oughterleague	23114	533	-7.73	68
93. Ballyphilip	23142	448	-8.23	67
94. Cloneen	23098	510	0.30	67
95. Rathlynin	23171	370	-0.51	67
96. Colman	23101	440	6.71	66
97. Derrycastle	22035	428	2.92	66
98. Nodstown	23113	567	3.46	66
99. Ballysheehan	23095	499	2.59	65
100. Moyne	22076	552	0.74	65
101. Gortkelly	22067	544	1.32	64
102. Latteragh	22046	684	-5.15	64
103. Ballymackey	22029	547	0.23	61
104. Clonoulty East	23099	523	-7.35	61
105. Thomastown	23176	403	1.18	61
106. Burgesbeg	22032	430	5.23	59
107. Ballybacon	23118	472	1.10	58
108. Anner	23140	372	-2.87	57
109. Ardsallagh	23094	434	3.61	57
110. Ballingarry	22006	503	-4.83	57
111. Coolagarranroe	23123	565	-1.20	57
112. Tubbrid	23129	607	2.84	57
113. Killadriffe	23168	545	-2.30	56
114. Killavinoge	22056	462	-2.69	56
115. Farranrory	23145	482	-12.78	55
116. Killoscully	22040	457	10.93	55
117. Killea	22057	382	-0.26	54
118. Kilnaneave	22042	451	0.82	54
119. Moycarky	22075	517	-3.78	54
120. Borrisnafarney	22052	310	2.06	53
121. Cloghprior	22011	300	-2.68	51
122. Ballycarron	23153	337	-1.77	50
123. Kilmurry	23091	354	0.38	50
124. Terryglass	22022	479	2.86	50
125. Kilvemnon	23148	429	-1.02	49
126. Longfordpass	22072	320	-3.17	49
127. Shronell	23173	370	-5.41	49
128. Burncourt	23120	451	-1.76	48
129. Ballycahill	22061	439	2.74	47
130. Newtown	23092	416	-4.99	47
131. Timoney	22060	365	-4.55	47
132. New Birmingham	23151	432	-10.66	46
133. Modeshil	23149	346	-4.40	45
134. Moyaliff	22074	394	-4.86	45

ED Name	ED ID	Total Population 2016	Deprivation Score 2016	Projected No. of 16-24yr olds in 2021
135. Templeneiry	23175	400	-4.81	44
136. Bruis	23157	329	-0.34	43
137. Kilcooly	23147	312	-2.11	43
138. Lorrha West	22017	310	-0.62	42
139. Ballylusky	22007	337	1.02	40
140. Kiltinan	23138	313	-1.75	40
141. Aghnameadle	22025	300	9.63	39
142. Foilnaman	22065	333	1.56	39
143. Upperchurch	22081	299	-0.46	39
144. Kilnarath	22043	331	1.17	38
145. Rathcabban	22019	304	-5.06	38
146. Aglishcloghane	22005	267	-3.66	37
147. Bourney West	22055	378	-0.06	37
148. Clogher	23097	232	-0.69	37
149. Inch	22069	395	-2.67	37
150. Cullen	23160	289	-4.63	36
151. Glenkeen	22066	427	2.48	36
152. Lorrha East	22016	296	-6.40	36
153. Greenhall/Lackagh	22701	395	5.36	35
154. Tullaghorton	23131	270	-2.03	34
155. Ballygriffin	23154	258	-2.37	33
156. Finnoe	22013	201	-7.24	33
157. Glengar	23165	258	-3.90	32
158. Dolla	22036	224	-0.11	31
159. Rodus	23172	250	-0.43	31
160. Clohaskein	22012	230	-3.80	30
161. Bourney East	22054	270	1.59	29
162. Crohane	23144	254	-1.03	29
163. Solloghodbeg	23174	222	0.23	28
164. Curraheen	23161	288	-2.21	27
165. Uskane	22023	250	0.97	26
166. Graigue	22014	279	-9.73	25
167. Ballymurreen	22062	271	-2.39	24
168. Graigue	23106	146	2.46	24
169. Rathnaveoge	22058	262	-2.64	24
170. Poyntstown	23152	176	-8.96	22
171. Carrig	22009	177	3.78	20
172. Mertonhall	22018	172	3.76	20
173. Redwood	22020	139	2.56	14
174. Borrisnoe	22053	119	5.96	13
175. Templeberry	22050	123	-8.24	11
TOTAL		159553	-3.39	19468

APPENDIX 3: Deprivation Scores & Classification by electoral division in Co. Tipperary

Electoral Divisions Co. Tipperary in order of greatest level of deprivation and projected numbers of 16-24yr olds in 2021 in each area (areas with projections of 300+ 16-24yr olds in 21 in BOLD).

Description	Extremely affluent	Very Affluent	Affluent	Marginally Above Average	Marginally Below Average	Disadvantaged	Very Disadvantaged
Relative Deprivation score range	Over 30	20 to 30	10 to 20	0 to 10	0 to -10	-10 to - 20	-20 to -30

Name of electoral division (ED)	ED ID	Total Population 2016	Deprivation Score 2016	Projected No. of 16-24yr olds in 2021
Tipperary East Urban	23087	2409	-18.26	277
Carrick-On-Suir Urban	23083	4398	-14.28	522
Clonmel West Urban	23086	5563	-14.02	549
Farranrory	23145	482	-12.78	55
Killenaule	23109	1150	-11.97	140
Buolick	23143	621	-10.75	91
Ballingarry	23141	708	-10.70	76
New Birmingham	23151	432	-10.66	46
Tipperary West Urban	23088	1819	-10.47	166
Littleton	22071	1102	-10.44	147
Mullinahone	23150	859	-10.24	103
Graigie	22014	279	-9.73	25
Fethard	23104	873	-9.55	71
Carrickbeg Urban	23082	1496	-9.37	205
Borrisokane	22008	1254	-9.36	144
Poyntstown	23152	176	-8.96	22
Cashel Urban	23084	2412	-8.94	229
Roscrea	22059	6305	-8.72	774
Templederry	22050	123	-8.24	11
Ballyphilip	23142	448	-8.23	67
Kilcommon	23125	2117	-8.19	247
Thurles Urban	22004	6814	-8.08	830
Oughterleague	23114	533	-7.73	68
Graystown	23107	425	-7.48	73
Clonoulty East	23099	523	-7.35	61
Templemore	22003	1946	-7.24	187
Finroe	22013	201	-7.24	33
Templetouhy	22078	816	-7.12	118
Ardmayle	23093	577	-6.66	68
Lorrha East	22016	296	-6.40	36
Emly	23164	664	-6.26	77
Garrangibbon	23090	639	-6.21	84
Clogheen	23122	942	-6.01	77
Bansha	23156	845	-5.89	85
Drangan	23103	671	-5.66	91
Abington	22024	572	-5.48	80
Clonoulty West	23100	669	-5.41	86
Shronell	23173	370	-5.41	49
Nenagh East Urban	22001	3175	-5.32	346
Ballyporeen	23119	921	-5.31	105
Latteragh	22046	684	-5.15	64

Name of electoral division (ED)	ED ID	Total Population 2016	Deprivation Score 2016	Projected No. of 16-24yr olds in 2021
Rathcabban	22019	304	-5.06	38
Newtown	23092	416	-4.99	47
Moyaliff	22074	394	-4.86	45
Kilmore	22041	688	-4.83	102
Ballingarry	22006	503	-4.83	57
Templeneiry	23175	400	-4.81	44
Cullen	23160	289	-4.63	36
Timoney	22060	365	-4.55	47
Cappagh	23158	875	-4.47	97
Nenagh West Urban	22002	5481	-4.40	552
Modeshil	23149	346	-4.40	45
Peppardstown	23115	1393	-4.30	171
Fennor	23146	511	-3.96	69
Glengar	23165	258	-3.90	32
Tullamain	23116	676	-3.87	97
Clohaskin	22012	230	-3.80	30
Moycarky	22075	517	-3.78	54
Aglishcloghane	22005	267	-3.66	37
Ballykisteen	23155	761	-3.57	88
Longfordpass	22072	320	-3.17	49
Clonmel East Urban	23085	3963	-3.07	354
Newcastle	23128	727	-2.96	94
Borrisoleigh	22063	1215	-2.88	157
Kilfeakle	23167	449	-2.87	68
Anner	23140	372	-2.87	57
Kilpatrick	23110	897	-2.83	108
Donohill	23162	636	-2.79	79
Ardfinnan	23117	1103	-2.74	123
Kilmucklin	23169	551	-2.73	73
Killavinoge	22056	462	-2.69	56
Cloghprior	22011	300	-2.68	51
Inch	22069	395	-2.67	37
Rathnaveoge	22058	262	-2.64	24
Golden	23166	810	-2.55	85
Ballymurreen	22062	271	-2.39	24
Ballygriffin	23154	258	-2.37	33
Killadriffe	23168	545	-2.30	56
Tipperary Rural	23177	2143	-2.29	304
Curraheen	23161	288	-2.21	27
Kilcooly	23147	312	-2.11	43
Kilsheelan/Killaloan	23701	1436	-2.03	182
Tullaghorton	23131	270	-2.03	34
Castletown	22034	1470	-1.97	223
CloghJordan	22010	1055	-1.97	128
Ballycarron	23153	337	-1.77	50
Burncourt	23120	451	-1.76	48
Kiltinan	23138	313	-1.75	40
Gaile	23105	746	-1.70	82
Cashel Rural	23096	2971	-1.44	347
Holycross	22068	1403	-1.33	163

Name of electoral division (ED)	ED ID	Total Population 2016	Deprivation Score 2016	Projected No. of 16-24yr olds in 2021
Twomileborris	22080	877	-1.30	148
Coolagarranroe	23123	565	-1.20	57
Crohane	23144	254	-1.03	29
Kilvemnon	23148	429	-1.02	49
Carrick-On-Suir Rural	23089	503	-0.99	87
Lattin	23170	493	-0.83	82
Mortlestown	23127	1777	-0.74	252
Kilcoran	23126	531	-0.71	90
Clogher	23097	232	-0.69	37
Lorrha West	22017	310	-0.62	42
Knockgraffon	23111	780	-0.51	97
Rathlynin	23171	370	-0.51	67
Ardcrony	22026	558	-0.48	82
Upperchurch	22081	299	-0.46	39
Rodus	23172	250	-0.43	31
Rahelty	22077	772	-0.35	125
Bruis	23157	329	-0.34	43
Caher	23121	1134	-0.33	108
Cooleagh	23102	549	-0.29	73
Killea	22057	382	-0.26	54
Dolla	22036	224	-0.11	31
Bourney West	22055	378	-0.06	37
Ballymackey	22029	547	0.23	61
Solloghodbeg	23174	222	0.23	28
Clonbeg	23159	734	0.26	80
Cloneen	23098	510	0.30	67
Riverstown	22021	555	0.33	78
Kilmurry	23091	354	0.38	50
Ballygibbon	22028	616	0.41	73
Loughmoe	22073	632	0.53	89
Knigh	22044	772	0.55	95
Kilkeary	22039	660	0.59	98
Moyne	22076	552	0.74	65
Kilnaneave	22042	451	0.82	54
Uskane	22023	250	0.97	26
Kilbarron	22015	604	0.98	77
Ballylusk	22007	337	1.02	40
Lisronagh	23139	883	1.05	140
Ballybacon	23118	472	1.10	58
Kilnarath	22043	331	1.17	38
Thomastown	23176	403	1.18	61
Drumwood	23163	578	1.28	75
Gortkelly	22067	544	1.32	64
Foilnaman	22065	333	1.56	39
Bourney East	22054	270	1.59	29
Carrigatogher	22033	702	1.62	100
Newport	22049	2949	1.67	347
Kilrush	22070	499	1.74	81
Tullaghmelan	23130	1068	1.88	141
Borrisnafarney	22052	310	2.06	53

Name of electoral division (ED)	ED ID	Total Population 2016	Deprivation Score 2016	Projected No. of 16-24yr olds in 2021
Clonmel Rural	23133	5652	2.14	729
Graigue	23106	146	2.46	24
Glenkeen	22066	427	2.48	36
Inishlounaght	23134	3348	2.50	381
Ballynaclogh	22030	677	2.55	79
Redwood	22020	139	2.56	14
Ballysheehan	23095	499	2.59	65
Ballycahill	22061	439	2.74	47
Thurles Rural	22079	2314	2.80	271
Tubbrid	23129	607	2.84	57
Terryglass	22022	479	2.86	50
Derrycastle	22035	428	2.92	66
Drom	22064	1169	3.04	173
Birdhill	22031	733	3.17	129
Nenagh Rural	22048	1870	3.39	228
Nodstown	23113	567	3.46	66
Ardsallagh	23094	434	3.61	57
Magorban	23112	624	3.62	79
Kilcash	23135	808	3.75	111
Mertonhall	22018	172	3.76	20
Kilcomenty	22038	693	3.78	93
Carrig	22009	177	3.78	20
Derrygrath	23124	707	3.87	87
Youghalarra	22051	915	4.76	127
Ballyclerahan	23132	1082	4.87	153
Burgesbeg	22032	430	5.23	59
Greenhall/Lackagh	22701	395	5.36	35
Monsea	22047	642	5.75	93
Killeenasteena	23108	692	5.92	167
Borrisnoe	22053	119	5.96	13
Colman	23101	440	6.71	66
Ballina	22027	3124	8.32	440
Aghnameadle	22025	300	9.63	39
Killoscully	22040	457	10.93	55
TOTAL		159,553	-3.39	19,468

APPENDIX 4: Small Areas in Co. Tipperary with deprivation levels designated as “Very Disadvantaged” or “Disadvantaged”

Highest Deprivation by Clusters of Small Areas - “Very Disadvantaged” and “Disadvantaged”
(This is illustrated on Map 5)

Description	Disadvantaged	Very Disadvantaged
Relative Deprivation score range	-10 to - 20	-20 to -30

Within the electoral division of:	Small Area ID	Deprivation Score 2016	Total Population 2016	Projected total 16-24 yr olds 2021	Projected total no. of 16-24yr olds in cluster 2021
Tipperary East Urban	217164008	-26.39	267	43	162
Tipperary East Urban	217164006	-23.96	285	51	
Tipperary East Urban	217164004	-23.95	160	25	
Tipperary East Urban	217164007	-22.74	306	18	
Tipperary East Urban	217164011	-21.18	155	8	
Tipperary East Urban	217164005	-20.52	187	17	
Tipperary West Urban	217166011	-18.25	226	19	349
Tipperary West Urban	217166010	-17.28	106	22	
Tipperary West Urban	217166002	-15.66	160	19	
Tipperary West Urban	217166003	-14.87	99	20	
Tipperary West Urban	217166006	-14.43	140	14	
Tipperary West Urban	217166004	-13.11	166	34	
Tipperary West Urban	217166001	-10.02	154	39	
Tipperary East Urban	217164002	-19.43	156	26	
Tipperary East Urban	217164001	-19.23	144	36	
Tipperary East Urban	217164012	-12.95	227	23	
Tipperary Rural	217165001	-17.52	239	34	
Bansha	217026004	-13.68	22	256	
Roscrea	217152019	-23.14	218	44	156
Roscrea	217152010	-23.05	211	25	
Roscrea	217152015	-22.36	247	38	
Roscrea	217152018	-21.08	275	49	
Roscrea	217152011	-17.73	373	30	209
Roscrea	217152026	-17.29	141	19	
Roscrea	217152020	-16.88	166	29	
Roscrea	217152025	-14.57	450	34	
Roscrea	217152005	-14.49	135	48	
Roscrea	217152017	-11.85	133	49	
Carrick-on-Suir Urban	217041018	-25.08	191	19	138
Carrick-on-Suir Urban	217041001	-23.54	126	12	
Carrick-on-Suir Urban	217041008	-22.22	291	37	
Carrick-on-Suir Urban	217041013	-21.43	360	58	
Carrick-on-Suir Urban	217041004	-20.35	183	12	
Carrick-on-Suir Urban	217041002	-19.90	238	12	299
Carrick-on-Suir Urban	217041014	-17.50	212	34	
Carrick-on-Suir Urban	217041006	-16.91	233	31	
Carrick-on-Suir Urban	217041010	-16.57	230	19	
Carrick-on-Suir Urban	217041007	-15.63	155	36	
Carrick-on-Suir Urban	217041003	-15.20	202	20	
Carrick-on-Suir Urban	217041009	-12.81	288	19	
Carrick-on-Suir Urban	217041011	-11.85	182	22	
Carrick-on-Suir Urban	217041015	-10.71	421	37	
Carrickbeg Urban	217042002	-19.88	270	29	
Carrickbeg Urban	217042001	-14.11	235	20	

Within the electoral division of:	Small Area ID	Deprivation Score 2016	Total Population 2016	Total 16-24 yr olds	Total no. of 16-24yr olds in cluster
Thurles Urban	217162017	-20.91	320	92	92
Thurles Urban	217162003	-19.41	203	14	251
Thurles Urban	217162024	-18.89	192	28	
Thurles Urban	217162022	-18.41	168	20	
Thurles Urban	217162032	-17.31	278	23	
Thurles Urban	217162011	-16.65	133	19	
Thurles Urban	217162030	-15.51	239	12	
Thurles Urban	217162008	-15.28	81	22	
Thurles Urban	217162010	-14.98	211	16	
Thurles Urban	217162023	-14.68	174	21	
Thurles Urban	217162002	-14.01	256	7	
Thurles Urban	217162018	-12.29	125	49	
Thurles Urban	217162016	-11.45	115	20	
Clonmel West Urban	217056008	-25.48	223	25	61
Clonmel West Urban	217056006	-23.58	230	36	
Clonmel West Urban	217056020	-19.50	251	7	484
Clonmel West Urban	217056021	-19.38	299	18	
Clonmel West Urban	217056010	-19.21	214	10	
Clonmel West Urban	217056005	-18.98	222	24	
Clonmel West Urban	217056004	-18.20	275	23	
Clonmel West Urban	217056023	-17.85	570	12	
Clonmel West Urban	217056007	-17.17	250	37	
Clonmel West Urban	217056015	-14.69	80	16	
Clonmel West Urban	217056009	-14.54	179	18	
Clonmel West Urban	217056024	-14.49	99	13	
Clonmel West Urban	217056018	-13.80	222	33	
Clonmel West Urban	217056001	-13.10	208	37	
Clonmel West Urban	217056017	-12.03	158	16	
Clonmel West Urban	217056002	-11.82	156	27	
Clonmel East Urban	217176017	-19.86	211	39	
Clonmel East Urban	217176002	-19.39	235	29	
Clonmel East Urban	217176015	-10.68	64	42	
Clonmel Rural	217055017	-19.42	222	25	
Clonmel Rural	217055018	-19.11	235	28	
Clonmel Rural	217055008	-13.97	227	30	
Littleton	217121004	-28.50	279	44	44
Nenagh West Urban	217136019	-25.00	195	19	19
Nenagh East Urban	217177011	-19.58	142	16	224
Nenagh East Urban	217177005	-17.06	341	25	
Nenagh East Urban	217177006	-11.46	247	20	
Nenagh East Urban	217177009	-10.13	101	39	
Nenagh West Urban	217136009	-17.12	230	26	
Nenagh West Urban	217136006	-15.96	230	22	
Nenagh West Urban	217136023	-12.50	408	37	
Nenagh West Urban	217136004	-10.70	211	18	
Nenagh West Urban	217136020	-10.46	169	21	

Within the electoral division of:	Small Area ID	Deprivation Score 2016	Total Population 2016	Total 16-24 yr olds	Total no. of 16-24yr olds in cluster
Cashel Rural	217045005	-25.35	172	9	9
Cashel Urban	217046006	-15.84	357	19	154
Cashel Urban	217046004	-15.62	286	47	
Cashel Urban	217046008	-14.90	237	44	
Ardmayle	217007002	-10.15	265	14	
Golden	217081001	-14.56	227	30	
Ardfinnan	217006003	-11.72	216	14	147
Ardfinnan	217006005	-10.90	174	29	
Kilcommon	217093001	-16.57	287	20	
Kilcommon	217093002	-12.97	231	17	
Kilcommon	217093008	-12.53	190	14	
Kilcommon	217093004	-10.94	309	39	
Caher	217038002	-13.29	156	14	
Ballingarry	217010001	-15.27	283	31	413
Buolick	217035002	-18.56	198	20	
Buolick	217035003	-10.53	114	24	
Drangan	217069001	-10.40	294	12	
Farranrory	217073001	-14.90	222	22	
Farranrory	217073002	-10.97	260	26	
Fethard	217175004	-18.99	29	202	
Greystown	217085001	-11.28	41	194	
Killenaule	217103002	-18.93	227	59	
Killenaule	217103003	-15.57	199	36	
Killenaule	217103006	-14.46	158	16	
Mullinahone	217134003	-16.60	285	12	
New Birmingham	217137002	-10.72	250	22	
New Birmingham	217137001	-10.57	182	26	
Peppardstown	217143004	-14.90	17	340	
Borrisokane	217030005	-13.41	190	29	90
Borrisokane	217030003	-10.21	276	26	
CloghJordan	217050004	-13.21	164	35	
Templemore	217156006	-19.99	294	24	78
Templemore	217156003	-19.31	265	15	
Templemore	217156002	-12.81	168	9	
Templemouhy	217158003	-12.81	292	30	
Ballyporeen	217024003	-11.75	188	33	48
Clogheen	217048004	-10.53	182	15	
Emly	217072004	-15.34	41	101	41
Tullamain	217170002	-10.61	177	35	35
Borrisoleigh	217031002	-14.56	273	33	33
Newport	217139008	-19.60	294	28	28
Castletown	217047003	-16.33	182	24	24
Cappagh	217039002	-12.16	250	20	20
Latteragh	217118002	-16.28	202	10	10
Lorrha East	217123002	-13.02	155	8	8

**APPENDIX 5: Progressions from second level schools in Co. Tipperary, clustered by region
in the county.**

Progressions from Second Level School to University/ITs, clustered by area

Area	School	DEIS School	No. of Leaving Cert Sits	% who did not progress to 3 rd level in RoI	Average per area non progression
Fethard	Patrician/Presentation School	Yes	21	58%	58%
Killenaule	Scoil Ruain, Killenaule	Yes	68	41%	41%
Carrick-On-Suir	Comeragh School	Yes	51	51%	35%
Carrick-On-Suir	Scoil na Braithre CBS		46	35%	
Carrick-On-Suir	Scoil Mhuire		76	18%	
Cahir	Colaiste Dun Iascaigh		87	33%	33%
Newport	Newport College	Yes	20	50%	30%
Newport	St. Mary's Secondary School		80	10%	
Clonmel	Central Technical Institute	Yes	40	40%	26%
Clonmel	Presentation Secondary School		80	22%	
Clonmel	Loretto Secondary School		95	21%	
Clonmel	Ard Scoil na mBraithre		130	19%	
Tipperary Town	St. Ailbe's School	Yes	30	40%	26%
Tipperary Town	The Abbey School		57	12%	
Tipperary Town	St. Anne's Secondary School		46	9%	4%
Templemore	Our Lady's Secondary School		84	24%	24%
Ballingarry	Clothar na Toirbhirte (Presentation School)		26	23%	23%
Thurles	Colaiste Mhuire Co-ed	Yes	28	61%	22%
Thurles	Scoil na mBraithre Criostal CBS		112	19%	
Thurles	Ursuline College		117	9%	
Thurles	Presentation Secondary School		98	0%	
Borrisoleigh	St. Joseph's College		41	17%	17%
Roscrea	Colaiste Phobal Rios Cre		75	33%	17%
Roscrea	Cistercian College		28	0%	
Nenagh	Nenagh College, Nenagh		34	35%	13%
Nenagh	St. Joseph's CBS Secondary School		83	5%	
Nenagh	Scoil Mhuire		71	0%	
Borrisokane	Borrisokane Community College		79	11%	11%
Cashel	Cashel Community School		124	19%	10%
Cashel	Rockwell College		91	0%	

(Source: Irish Times Feeder Schools Tables 2019)

APPENDIX 6: Data on the cost of Early School Leaving in Ireland and comparison to other EU counties

Annex 5 Data on the cost of ESL in Ireland

COUNTRY: Ireland		
Definition	Early school leavers – young people who have left the education system without a Leaving Certificate (the Leaving Certificate examinations are the final examinations in the Irish secondary school system and takes a minimum of two years preparation. Most students taking the examination are aged 16–19)	
Cost per early school leaver	Annual	N/A
	Lifetime	<div> <div> <p>Costs to the State (welfare payments)</p> <ul style="list-style-type: none"> • € 12,300 per male • € 16,300 per female </div> <div> <p>Lost tax revenues</p> <p>€ 17,000 per early school leaver</p> </div> <div> <p>Total cost of ESL per school leaver</p> <ul style="list-style-type: none"> • € 29,300 per male • € 33,300 per female </div> </div> <p>These figures are regarded as under-estimates as health and crime related costs have not been considered, and further details on how these have been calculated can be found below.</p> <p><u>Direct costs to the State (in a form of welfare payments)</u></p> <p>The 'costs' refer to the cost of jobseekers allowance (a form of unemployment benefit in IE). The figures have been calculated by using the Living in Ireland data. Comparing the proportion of time in unemployment and assuming a 40 year working life, the authors estimate that an early leaver group spends 14 months more unemployed than those with a Leaving Certificate. Allowing for costs of € 204.30 per week (Jobseeker's Allowance), on the basis of 2009 prices the differential cost over the life-time comes to € 12,300 per male early school leaver.</p> <p>Female early school leavers have been found to concentrate a significant share of lone mothers. Thus, taking into account payment of the One Parent Family Payment for 4 years, the authors estimated that the lifetime welfare payment costs of a female early school leaver reach € 16,300 (€ 4,000 additional benefits for lone parents).</p> <p><u>Lost tax revenue</u></p> <p>Using National Employment Survey data and assuming a working week of 35 hours and a working life of 40 years, there is an estimated difference in life-time earnings between the early school leaver and Leaving Certificate graduate groups of € 84,500. Allowing for a tax rate of 20% results in a tax revenue loss of € 17,000 per early school leaver.</p> <p>Source: Smyth, E. and McCoy, S. (2009), <i>Investing in Education: Combating Educational Disadvantage</i>, Economic and Social Research Institute, Dublin, 2009. Pages. 37-56 (summary on pages 55 & 56)</p>
Total cost of ESL in the country	N/A	
Other information / details on the cost of ESL	<ul style="list-style-type: none"> • Crime: A prison place cost € 97,700 per annum. For males aged 21 to 30 years, ESRI has estimated imprisonment rates of 46.6 per 1,000 early leavers and 1.6 per 1,000 Leaving Certificate leavers. Assuming each of those committed spends one year in prison, the potential difference in crime costs between early school leavers and school leavers with a Leaving Certificate amounts to just under €280 million. • Health: Health expenditure on early school leavers is higher than that on those that completed the Leaving Certificate; and ESRI has estimated € 280 million in crime costs could be saved by keeping children in school. • A 1999 study estimated that the savings of staying on in education over the initial post school period (6 years) amount to € 14 million. These costs relate to reduced state expenditure resulting from lower unemployment, lone parenthood and crime rates, but do not include health and housing costs, which would add to the potential savings. 	
Sources	Smyth, E. and McCoy, S. (2009), <i>Investing in Education: Combating Educational Disadvantage</i> , Economic and Social Research Institute, Dublin, 2009. Available from Internet: pages. 37-56 (summary on pages 55 & 56)	

Annex 8 Data on the cost of NEET in the EU-21 (Eurofound)

Yearly cost of the NEET group / EU-21				
Country	Total resource costs (bn)	Total public finance costs (bn)	Total cost of NEET (bn)	Cost of NEET as share of GDP (%)
AT	€2.876	€0.235	€3.111	1.1 %
BE	€3.437	€0.734	€4.171	1.2 %
BG	€0.928	€0.006	€0.934	2.6 %
CY	€0.220	€0.009	€0.229	1.3 %
CZ	€1.699	€0.034	€1.733	1.2 %
DE	€13.850	€2.259	€16.109	0.7 %
EE	€0.231	€0.006	€0.238	1.5 %
ES	€10.472	€0.935	€11.406	1.1 %
HU	€1.580	€0.085	€1.665	1.6 %
IE	€3.335	€0.510	€3.845	2.1 %
IT	€26.327	€0.304	€26.631	1.7 %
LT	€0.258	€0.014	€0.272	0.8 %
LU	€0.123	€0.012	€0.135	0.3 %
LV	€0.313	€0.011	€0.324	1.4 %
NL	€4.497	€0.217	€4.714	0.8 %
PL	€5.020	€0.365	€5.386	1.5 %
PT	€1.844	€0.093	€1.937	1.1 %
RO	€1.170	€0.031	€1.201	0.9 %
SI	€0.339	€0.004	€0.344	0.9 %
SK	€0.553	€0.022	€0.575	0.9 %
UK	€14.817	€1.545	€16.363	0.9 %
EU21	€93.889	€7.431	€101.320	1.1 %
Source	European Foundation for the Improvement of Living and Working Conditions (2010), Young people and NEETs in Europe: First findings . Résumé. Page 5. DK, EL, FI, FR, MT and SE are excluded due to missing variables. The analysis was performed using the 2008 European Union Statistics on Income and Living Conditions (EU-SILC), which is the Eurostat representative annual cross-sectional and longitudinal survey on living conditions of the population in private households in Europe.			

APPENDIX 7: Priority areas identified for consideration in respect of targeted NEET services

Key information suggesting areas of priority for supports for NEET young people – Ranked according to the potential number of young people at risk, as a percentage of all young people in the area

Town/Area ED	2021 Projected No of 16-24 yr olds	Current Service Provision	SCORE	RANK by potential number of YP at risk	RANK by potential YP at risk as % of all YP
Clonmel Rural Urban W Urban E	1,632	<ul style="list-style-type: none"> 1 DEIS post primary school 3 non-DEIS post primary schools School Completion Programme Community Training Centre Ability Programme GYDP UBU Youth Project UBU Youth Information service (part-time) 	811 (50%)	1	5
Thurles Urban Rural Littleton	1,248	<ul style="list-style-type: none"> 1 DEIS post primary school 3 non-DEIS post primary schools School Completion Programme Community Training Centre Youth Traveller Project UBU Youth Project with Templemore UBU Youth Information service 	590 (47%)	2	6
Killenaule Fethard Buolick New Birmingham Farranrory Ballingarry Mullinahone Drangan Peppardstown Greystown	917	<ul style="list-style-type: none"> 2 DEIS post primary school 1 non-DEIS post primary schools School Completion Programme UBU Youth Project (Fethard & Killenaule) 	514 (56%)	3	3
Roscrea	774	<ul style="list-style-type: none"> 0 DEIS post primary school 2 non-DEIS post primary schools School Completion Programme Youthreach Ability Programme GYDP UBU Youth Project 	477 (62%)	4	1
Tipperary Town Urban East Urban West Rural	747	<ul style="list-style-type: none"> 1 DEIS post primary school 2 non-DEIS post primary schools School Completion Programme GYDP Youth Information Service UBU Youth Project 4Real Youth Employability Project Ability Programme 	463 (62%)	5	2
Carrick-on-Suir Urban Rural Carrickbeg	817	<ul style="list-style-type: none"> 2 DEIS post primary school 1 non-DEIS post primary school School Completion Programme GYDP Youth and Family Support Project 	424 (52%)	6	4

Town/Area	2021 Projected No of 16- 24 yr olds	Current Service Provision	SCORE	RANK by potential number of YP at risk	RANK by potential YP at risk as % of all YP
Nenagh West Urban East Urban Rural	1,126	<ul style="list-style-type: none"> 0 DEIS post primary schools 3 non-DEIS post primary schools Community Training Centre GYDP UBU Youth Project 	402 (36%)	7	7
Cashel Urban Rural	576	<ul style="list-style-type: none"> 2 non-DEIS post primary schools Youth and Family Support Project Mid Tipperary Drugs initiative Ability Programme 	182 (32%)	8	10
Templemore Templetouhy	305	<ul style="list-style-type: none"> 1 non-DEIS post primary schools School Completion Programme Family Support Programme YouthReach UBU Youth Project 	142 (25%)	9	8
Newport	347	<ul style="list-style-type: none"> 1 DEIS post primary school 1 non-DEIS post primary school School Completion Programme 	77 (22%)	10	9
Cahir Kilcommen Ardfinnan	478	<ul style="list-style-type: none"> 1 non-DEIS post primary school UBU Youth Project 	22 (5%)	11	11

Note: The percentage calculated in the “Score” column represents the number of young people considered at risk of becoming a NEET as a percentage of the projected number of young people aged 16-24yrs in this area

