

YOUNG VOICES

Have Your Say

How can young people be included in society through

- Work - jobs, preparation for jobs, internships and apprenticeships?
- Youth enterprise?
- Education and other learning opportunities?

Summary Report



WHAT IS IT ALL ABOUT?

'Young Voices – Have Your Say' is a series of consultations (*meetings*) with young people aged 15-30 on how you can be more fully included in society. 'Being included in society' means feeling like you are an important part of and involved in the world around you e.g. with your family and friends or in your school, area and clubs.

The consultations are part of a European programme called 'Structured Dialogue' which gives young people all over Europe a chance to 'have your say' about decisions affecting your life. Structured Dialogue is divided into 18 month cycles, involving 3 EU Presidency Countries. The Trio Presidency – Ireland, Lithuania and Greece – agreed Social Inclusion as their topic for the 18 months from January 2013 to end June 2014. Each country asked young people something different about this topic and a report on each topic is available.

This report is the 3rd in the series and reports what young people had to say about youth entrepreneurship and social entrepreneurship.

The second report for the Lithuanian Presidency reported what young people recommended as possible actions for social inclusion and how to include young people not in education, employment or training (*NEET*) in society.

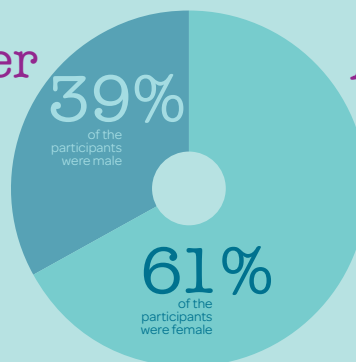
The first report for the Irish Presidency gave an overview of social inclusion by young people and presented their views on the contribution of quality youth work to social inclusion.

The consultations in Ireland were conducted by the Department of Children and Youth Affairs and the National Youth Council of Ireland. All of the reports are available at <http://international.youth.ie/haveyoursay>

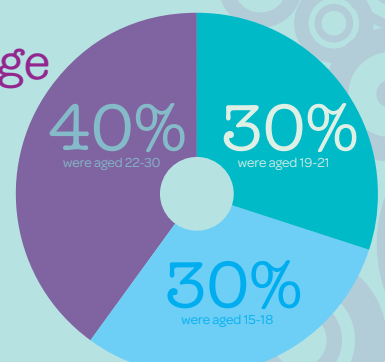
WHO TOOK PART IN THE CONSULTATIONS?

181 young people took part in the consultations for this report;

Gender



Age



HOW DID YOUNG PEOPLE TAKE PART?

The majority of participants (82%) took part in the consultations held in Cork and Dublin. Young people were facilitated in workshops of approximately 10 people where they worked on 'Placemats' to answer questions on jobs, internships, training, apprenticeships, entrepreneurship and social entrepreneurship.

There were also three different focus groups with groups of young people who were young entrepreneurs with their own businesses or had experience of being involved in entrepreneurial or social entrepreneurial projects. Using the same types of Placemats, the participants at the focus groups were asked more detailed questions about entrepreneurship and social entrepreneurship.



WHAT IS THIS REPORT ABOUT?

The main things that young people said at the consultations and focus groups are in this leaflet. Some important information from other consultations is also included on page 14.

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EQUAL CONDITIONS AT WORK FOR YOUNG PEOPLE

- Equal employment laws and rights for ALL young people;
- Education in school on employee laws, rights and trade unions;
- Raise the minimum wage in Ireland;
- Good working conditions with fair wages, union representation, a fair relationship between employer and employee, supervision and proper breaks;
- No 'zero-hour' contracts and a set number of hours per week;
- Set up a union for young people, including young people in part-time jobs;
- Equal opportunities for training and promotions.

EDUCATION

- Better 'career education' and 'career guidance' in secondary schools so that young people have skills in CV preparation and interview performance;
- Make entrepreneurial classes (e.g. NFTE) compulsory (you have to do it) in secondary school;
- Make young people aware of important subjects to get a job e.g. a second language and IT skills to encourage multinational companies to employ Irish young people;
- Have more courses in areas where employment is high e.g. pharmaceutical industry and IT;
- Reduce college fees so more people can go to college.

WORK PLACEMENT

- Make work placement compulsory in college and school;
- Have a 'shadow' scheme where young people learn from older people who have experience;
- Set up a 'review system' where young people rate their work placement and job so other young people are aware of 'the best jobs on offer';
- Have quotas for the number of young people on placement in companies.

WHAT YOUNG PEOPLE

What needs to happen to create more good quality jobs for young people in Ireland?

WHAT WE SAID AT THE CONSULTATIONS

SUPPORTS TO HELP YOUNG PEOPLE TO GET A JOB

Introduce a **'Youth Guarantee'** in Ireland, e.g. all young people aged 18-24 years are offered a job, work experience, apprenticeship or training within a certain number of months after leaving school or becoming unemployed;

Lower tax rates for young people and companies who employ young people;

Employ **'Youth Engagement Officers'** in social welfare offices;

More work experience for young people when they finish school/college;

Free courses e.g. personal development, youth leadership, job training and how to start your own business.

Compulsory training for long-term unemployed;

PROVIDE BETTER INFORMATION AND SUPPORT FOR YOUNG PEOPLE

More information and **better advertisement of training and learning opportunities** e.g. targeting young people through schools, colleges and Facebook/Twitter;

Financial support to access training and up-skilling courses;

Help people with **filling out forms**.

ENTREPRENEURSHIP

Enterprise Boards should set up programmes to encourage young people to start their own business

WORK PRACTICE

Have a minimum quota of company employees under 25, so that young people are **'given a chance to get jobs'**;

Local businesses to employ second and third level students during the summer;

Give **grants to companies and entrepreneurs** to offer placements to young people;

Reward skilled jobs with better pay.

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"There is a Student Enterprise Programme (www.studententerprise.ie) but as the young people at the consultations did not know about it, it needs to be better advertised."

RULES AND RIGHTS

No unpaid internships as “labour has value and those who benefit should have to pay for it”;

Agreement between ‘employer’ and young person on what ‘internship’ and ‘apprenticeship’ actually means, with continuous assessment to make sure the “intern is benefiting and not just making coffee”;

Independent watchdog (supervisor) for interns so that interns know who to make complaints to;

Government review of internships leading to national standards for interns e.g. a set number of hours per week dedicated to skill development;

Bring in laws to protect interns;

Set up a union for young people for interns, apprentices and those in training to make sure young people know their rights.

FUNDING

Allow social welfare benefits when training, volunteering or on work experience;

Give grants to businesses for internships/apprenticeships. Base the amount of money given on the quality of experiences of interns/apprentices;

Increase grants and tax incentives for apprenticeships and internships;

Offer incentives for multinational companies to hire young people.

What needs to happen to create more good quality apprenticeships, training and internships for young people in Ireland?

ADVERTISEMENT OF EXISTING SCHEMES

Schools to advertise a list of apprenticeships/internships/training available in the local area;

Make existing schemes (e.g. Solas, YouthReach) open to all young people and advertise them better;

Advertise part-time jobs and work experience opportunities on social media;

Give talks in schools about internships and apprenticeships.

TRAINING AND SKILLS

Training on CV development and interview skills in Transition Year and college;

Set up a 'mini-company', run completely by students, in every school;

Give 'self-confidence' workshops in schools;

Allow other ways onto training courses (not just academic results).

LINKS BETWEEN BUSINESS AND EDUCATION

Have better links between young people in school, college and training and businesses;

Compulsory work placements/internships in school, college and on training courses.

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GOOD EXAMPLES OF SCHEMES TO HELP CREATE MORE QUALITY JOBS/INTERNSHIPS/TRAINING/APPRENTICESHIPS IN IRELAND

JOBBRIDGE

<http://www.jobbridge.ie/>

JobBridge is the National Internship Scheme that gives work experience placements to interns for 6 or 9 months. The aim of the scheme is to get people who do not have experience a job so that they can get new skills and then get a job. Interns get an allowance of €50 per week on top of their social welfare payment. Many young people at the consultations had negative experiences of JobBridge while other young people had positive experiences of this scheme.

SOLAS

<http://www.solas.ie/>

SOLAS is the Further Education and Training Authority in Ireland. It is in charge of funding, planning and co-ordinating training and further education programmes. Solas courses are on training and skills that will lead to jobs.

WAVECHANGE

<http://www.wavechange.ie>

Wavechange supports young people, aged between 18 and 25, to develop both themselves and their ideas for social change. Wavechange encourages entrepreneurs, activists and innovators to create the country they want to live in.

Before the young people discussed this question, there was a presentation from an entrepreneur and a social entrepreneur.

The participants were also given these definitions:

WHAT IS AN ENTREPRENEUR?
An entrepreneur is a person who sets up a business in the hope of making a profit.

EDUCATION SYSTEM

Teach in a creative way that helps young people to be **critical and independent in their thinking**;

Stop over-emphasising some subjects e.g. mathematics and make 'business studies' just as important;

Have '**mini-companies**' in schools (and youth organisations) and have a national '**mini-companies**' competition;

WHAT IS A SOCIAL ENTREPRENEUR?

A social entrepreneur is somebody who develops an innovative solution to a social problem i.e. they do something for public or social benefit rather than for financial gain. A social enterprise can still make money but it doesn't have to make money to be successful.

SCHOOL CURRICULUM

Include a **separate class** on 'Enterprise Development' in schools;

Introduce a **module** on 'enterprise' colleges (*not just business*);

Award 20% of the Leaving Certificate Business Studies mark to an 'enterprise project';

Teach entrepreneurship in primary school;

Have **more projects** like Young Social Innovators (YSI).

MINI-COMPANY PROGRAMME - GET UP & GO

There is a programme that encourages Transition Year students to set up mini-companies called 'Get Up & Go'. It is designed to develop skills to help young people set up a business.
<http://www.pdst.ie>

Young Social Innovators (YSI) encourages young people to take part in social action and innovation. Over 65,000 young people and 57% of second level schools have taken part in the programme. <http://www.youngsocialinnovators.ie/>

SOCIAL ENTREPRENEURSHIP IN SCHOOLS

Set up '**Social Entrepreneurship Committees**' in schools and universities to help solve social problems;

Make **social entrepreneurship part of the curriculum** (*as often as weekly classes*) in secondary schools and in university;

Improve teachers' knowledge of social enterprise.

TRAINING

Entrepreneurs to give **workshops** in schools, youth organisations and communities to encourage young people to become entrepreneurs and social entrepreneurs;

Libraries to run training on entrepreneurship for young people;

Training for youth workers to support young entrepreneurs.

WHAT YOUNG PEOPLE SAID

NETWORKING

Set up college societies around youth enterprise and social enterprise;

Have a national university competition on enterprise;

Set up a network to help connect young people who want to set up a business;

Have a young elected representative in local government (e.g. city council).

MENTORSHIP

Make access to mentors much easier e.g.

- o A 'walk-in' or 'drop-in' system;
- o Graduates of entrepreneurial courses to become mentors for new entrepreneurs;
- o Partner successful entrepreneurs with young entrepreneurs;
- o Set up mentoring for unemployed young people;

Make sure mentors and trainers are delivering good quality training.

What needs to happen to develop and improve youth enterprise and social entrepreneurship in schools and colleges and outside education (e.g. Youth clubs, Comhairle na nÓg) for young people in Ireland?

RECOGNITION

Award credit e.g. academic points for involvement in enterprise and social enterprise (even if activities are outside school);

Develop a 'National Enterprise Awards' and 'National Social Enterprise Awards' scheme, where winners get sponsorship for their business;

EXAMPLES OF EXISTING AWARDS PROGRAMMES

Student Enterprise Awards

There is a 'Student Enterprise Awards' for secondary school students in Ireland. Run by Enterprise Boards, around 16,000 students from 300 schools participate every year, setting up and running their own real-life business. The aim of the programme is to help bring enterprise to life in the classroom.

www.studententerprise.ie

Sean Lemass Awards

This awards scheme is funded by the Department of Education and Skills (DES) and selects winners from participants in both the Student Enterprise awards and the mini-company 'Get Up & Go' programme.

www.allaboutbusiness.ie

Young Entrepreneur Programme

An example of a local entrepreneurial awards programme is the 'Young Entrepreneur Programme'. The programme helps to find and celebrate Co. Kerry's next generation of business leaders.

www.youngentrepreneur.ie

INFORMATION AND AWARENESS

Have a campaign to raise awareness on enterprise and social enterprise, including **inspirational speakers on enterprise in schools, universities and youth organisations**. Some of the ideas to raise awareness about enterprise and social enterprise were:

A **'hackathon'** for enterprise and social enterprise;

'X-factor' for enterprise and social enterprise;

A **Dragon's Den** specifically for young people.

Incubator projects such as **Launchbox** in Trinity College Dublin.

A hackathon is an event in which computer programmers and others involved in software, collaborate intensively on software or IT projects.

There is a Junior Dragon's Den but as the participants were not aware of the programme, this should be better advertised.

What needs to happen to develop and improve youth enterprise and social entrepreneurship in schools and colleges and outside education (e.g. Youth clubs, Comhairle na nÓg) for young people in Ireland?

EXAMPLE OF GOOD PRACTICE:
LAUNCHBOX is a 3-month accelerator programme ran by Trinity College Dublin for undergraduate and post-graduate students with a business idea. The incubator provides coaching, advice, seed funding and access to space and facilities needed to test out and launch new businesses. <http://www.launchbox.ie/>

INFRASTRUCTURE AND FUNDING

Set up an organisation like 'Enterprise Ireland' for young people. Enterprise Ireland is the government organisation in charge of developing Irish enterprises;

Give grants, tax incentives, access to finance and support to young people who want to set up enterprises and social enterprises;

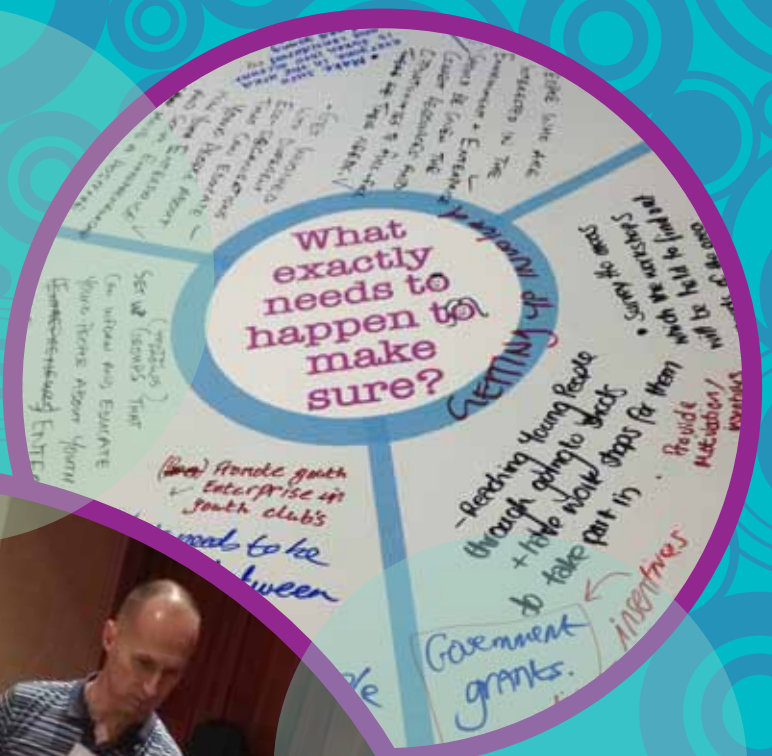
Set up local centres for entrepreneurs and social entrepreneurs to come together, including the use of free meeting rooms;

Set up a central website for information on youth enterprise and social enterprise as well as a central database of people looking to establish a new business;

Funding to start-up organisations conditional on providing education and mentorship to young entrepreneurs;

Set up 'start-ups' in companies who can give access to equipment and mentoring. Existing company to get % of profit if start-up is successful;

Set up youth clubs to develop youth enterprise.



YOUNG VOICES

Have Your Say



WHAT ELSE YOUNG PEOPLE SAID AT THE FOCUS GROUPS

The participants at the focus groups, who had more expertise on enterprise and social enterprise, were asked more specific questions about entrepreneurship and social entrepreneurship. This is what they had to say...

WHAT NEEDS TO HAPPEN TO MAKE SETTING UP A BUSINESS EASIER?

The participants said...

A **'one-stop' organisation for business start-ups** with information on business plans, explanations of business 'terminology' (*language*), how to get finance and how to fill out 'Company Registration Office' forms;

Website with access to all information and forms needed to set up a business;

A **'dummies' guide** on 'how to set up a business';

Get advice and tips from mentors who have experience in setting up a business;

Change the bankruptcy laws in Ireland as they can stop new businesses setting up;

Make it **easier to register** a business;

Make the **forms easier to fill out**.

WHAT NEEDS TO HAPPEN TO MAKE ACCESSING FINANCE TO SET UP A BUSINESS EASIER?

The participants said...

Give **social welfare payments** to entrepreneurs who are not yet making money from their start-up business as "*covering living expenses is most important in the 'start-up' phase*";

Encourage the public to buy Irish products to help finance Irish businesses;

Give incentives (e.g. tax credits) to families to invest in start up companies;

Set up Enterprise Boards for young people;

Make **Enterprise Boards** more youth-friendly and approachable;

Make **business incentives and grants** available to all business types;

Encourage **banks to give small loans for teenage entrepreneurial projects** or set up a **'Teen Entrepreneurs Bank'** to give small loans for teenage entrepreneurial projects;

Make grants available to young people.

WHAT NEEDS TO HAPPEN TO GIVE YOUNG ENTREPRENEURS MORE STABILITY?

The participants said...

Set up a **national accelerator for start-up companies** like Ustart in Dublin City University;

Host a **national conference on entrepreneurship**;

Make **'hubs' for entrepreneurs** more affordable;

Set up a system so that entrepreneurs can **record 'milestones'** as they go along;

Give **information on contracts** to young entrepreneurs;

Mentoring support;

Give **financial support and grants** to young entrepreneurs.

UStart is a programme for DCU students to develop their ideas and start their own business.

WHAT NEEDS TO HAPPEN TO MAKE SURE THAT YOUNG PEOPLE WHO DON'T USUALLY HAVE A CHANCE TO GET INVOLVED (E.G. YOUNG PEOPLE LIVING IN REMOTE OR DISADVANTAGED AREAS) CAN BECOME ENTREPRENEURS?

The participants said...

Better **internet access** in rural areas;

Online entrepreneurship courses, workshops and videos on setting up a business;

Set up online communities e.g. on Facebook, so that people can link in and get informed from home;

Promote entrepreneurship in a way that is easy to understand and fun;

Include young people with disabilities in projects;

Set up a **central hub for enterprise and social enterprise** in rural communities. The hub should be open to all young people to use for enterprise projects and include equipment, access to funding, mentors, information and networking;

Workshops and talks on enterprise in schools and youth groups.

YOUNG VOICES
Have Your Say

WHAT NEEDS TO HAPPEN TO MAKE SURE THAT 'YOUTH ENTERPRISES' ALSO MAKE OUR COMMUNITIES AND SOCIETY BETTER?

The participants said...

Bring the **'benefit corporation' or 'B-corp'** status into the EU; B-corp status means that share holders allow businesses to make decisions that benefit society and the environment and not just profit;

Give special **grants for social enterprise**;

Make sure young people in schools, youth organisations and communities are **involved in youth enterprise from an early age**;

Make sure **environmentally-friendly products** are used in businesses.

EXAMPLE OF BEST PRACTICE: **Eco-UNESCO Green Pathways Programme.**

The Green Pathways Youth Employment programme is for young people under 25 who wish to start their own green business, work with young people in the community or have an environmental career. Along with training, participants also get a valuable work placement experience to help them get their 'foot in the door' to companies and organisations they may not otherwise have access to. The Green Pathways programme provides support days once a week for the duration of the course and for 3 months after.

GOOD EXAMPLES OF ENTREPRENEURSHIP AND SOCIAL ENTREPRENEURSHIP IN IRELAND

YOUNG VOICES
Have Your Say

ENTERPRISE EXAMPLES



NETWORK FOR TEACHING ENTREPRENEURSHIP (NFTE) <http://www.foroige.ie/our-work/youth-entrepreneurship>

The Network for Teaching Entrepreneurship (aka NFTE) is a youth entrepreneurship programme. The aim is to improve the business, academic and life skills of young people. NFTE operates in-school and out-of-school programmes. An example of a NFTE project in 2013 was:

COZEY SOUNDZ

Like a lot of budding entrepreneurs, Amy, 17, had a eureka moment that resulted in her business idea. Amy always listens to music while travelling on the bus and she noticed that most of her friends did as well. While travelling on the bus one cold Irish morning, she wished that she and her friends could keep their ears warm while listening to their headphones. She thought “why don’t they put earphones into earmuffs?” and COZEY SOUNDZ was born. Amy now provides an array of colourful earmuffs, with the option of personalised colours and designs. Amy has had orders from different locations throughout Ireland so she provides a delivery service. Her next step is to expand her range by including new products such as cushions with speakers inside.

COLLISON BROTHERS

Limerick brothers Patrick and John Collison are Irish entrepreneurs who had made their first million before they had even finished their Leaving Certificates! Now 23 and 21, they created Stripe which is now worth over €1.5billion!

THOUGHTBOX

www.thoughtboxlearning.net

ThoughtBox is a marketing company which uses ‘gameful learning’ to teach people at their own speed and in a way which means they are likely to remember! The idea is to help children treat maths and science like a game and encourage them to learn the subjects in a way that is easier on the brain and less likely to lead to boredom. The company’s first product is Numerosity, an iPad app designed to teach maths with puzzles.



GOOD EXAMPLES OF ENTREPRENEURSHIP AND SOCIAL ENTREPRENEURSHIP IN IRELAND

YOUNG VOICES
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SOCIAL ENTERPRISE EXAMPLES

CODERDOJO

<http://coderdojo.com/>

CoderDojos first started in James Whelton's school in early 2011 when James got some publicity after hacking the iPod Nano and some younger students wanted to learn how to code. He set up a computer club in his school which became really popular. An entrepreneur helped him to grow the project and there are now hundreds of CoderDojos projects in Ireland and around the world where young people between 5 and 17 learn how to code, develop websites, apps, programs, games and more.

COURSEHUB

www.coursehub.ie

CourseHub.ie is a website that allows students, past and present, to give information on their college experience. This helps other students make choices on what course to choose in what college.

FOODCLOUD

www.foodcloud.ie

Foodcloud was started by two students who wanted to do something about food going to waste. Foodcloud is now a non-profit organisation with an 'app' to match up food businesses that have food they can't sell or use and charities that need food.

HEADSTARTS

<http://headstartsirl.weebly.com/>

HeadstArts is a social enterprise that gives sessions in art, drama and dance on a weekly basis to people with intellectual disabilities.



WHAT YOUNG PEOPLE SAID AT PREVIOUS CONSULTATIONS

Some questions were not discussed at this round of consultations or focus groups. The information was taken from what young people said at previous consultations. Here is what they said...

WHAT NEEDS TO HAPPEN TO MAKE EDUCATION SUITABLE FOR EVERYONE?

The participants said...

CHANGE THE WAY YOUNG PEOPLE ARE TAUGHT

A **broader curriculum** and more subject choices;

Make the curriculum relevant to real job opportunities and real life by **encouraging individuality and thinking for yourself**;

Learning **more hands-on subjects and life skills** in secondary school;

New teaching methods that suit everyone and not just the people who are academic e.g. workshops, group discussions, video lectures on YouTube and audio lectures on iTunes;

Changing the way young people learn in school e.g. less exams, continuous assessment, more project work, more fun, personal development courses and online learning;

Better technology in second level schools e.g. iPads.

MAKING GOING TO SCHOOL/COLLEGE EASIER

'**Access**' programmes that help young people go on to college;

More '**second-chance**' education programmes such as 'Youthreach'.

Extra supports for young people who need it e.g. young people with learning difficulties or young people with mental health problems;

Better **career guidance**;

More information on the **importance of staying in school**;

Accessible facilities for those with disabilities.

YouthReach is a programme directed at unemployed young early school leavers aged 15-20. It offers participants the chance to get qualifications needed to get a job;

REDUCE THE COST OF EDUCATION

Reduce cost of third level education e.g. college registration fees;

Financial support young people in college and on training courses.

APART FROM EDUCATION, EMPLOYMENT, INFORMATION, HOUSING AND YOUTH-FRIENDLY WELFARE SERVICES (ALREADY DISCUSSED IN PREVIOUS CONSULTATIONS), WHAT OTHER AREAS NEED TO BE WORKED ON TO INCLUDE YOUNG PEOPLE IN SOCIETY?



Comhairle na nÓg
Young Voices. Local Issues.

The participants said...

YOUTH WORK

The participants said that youth work gives young people:

- Practical life skills;
- Leadership and organisational skills;
- Social skills;
- Acceptance and equality.

The participants also named some things that would improve youth work and help young people be more included in society:

- Try and include young people who are not usually involved;
- Use sport as a tool to include young people;
- Encourage young people to volunteer and take part in community-based projects;
- Do something about discrimination, bullying and exclusion of minority groups, e.g. Young travellers and LGBT young people.

MAKING SURE THE VOICE OF YOUNG PEOPLE IS HEARD

Make **sure young people have a say in decisions that affect their lives and in the community** as *“young people feel more respected, valued and equal to adults when they can share their views and have them acted on”*.

SUPPORTS FOR YOUNG PEOPLE

- Buddy or **mentoring systems** and programmes;
- Sex education programmes;**
- Homework clubs.**

EXAMPLE OF GOOD PRACTICE: **COMHAIRLE NA NÓG**

Comhairle na nÓg are local youth councils which give children and young people the chance to be involved in developing local services. There are 34 Comhairle na nÓg around the county. Comhairle na nÓg work on topics such as mental health, services and facilities for young people, how young people are treated by the adult world, homophobic bullying and many more.

EXAMPLE OF GOOD PRACTICE: **YOUNG VOICES**
Have Your Say

‘Young Voices – Have Your Say’ is a series of consultations with young people aged 15-30 on how they can be more fully included in society. The consultations are part of a European programme called ‘Structured Dialogue’ which gives young people all over Europe a chance to ‘have your say’ about decisions affecting their lives.

‘Young Voices – Have Your Say’ makes sure that the opinion of young people in Ireland is taken into account when European policies and plans that affect young people are being discussed. This happens by bringing together young people and policy-makers (the people who make decisions on the final policy and plans) from across the EU to jointly discuss and make decisions on youth policy at national and European level.

WHAT HAPPENS NEXT?

The European Steering Committee for Structured Dialogue looked at all of the main points from these meetings held in Ireland as well as the main points from meetings held in the European Union's 26 Member States. Based on this information, they decided on the themes for discussion at the EU Youth Conference which was held in Greece in March, 2014. Three young people who attended the consultations in Ireland represented your views in Greece.

The EU Youth Conferences take place twice a year and are hosted by the country that holds the EU Presidency. Youth representatives and policy makers from all over the European Union work together and come up with a joint message, recommendations and policies.

The Presidency country, which is Greece right now, will present these recommendations to the Council of EU Youth Ministers to make sure that they are reflected in their Council Resolutions or Conclusions in May 2014.

The conference recommendations are also used by the European Commission to inform future policy development.

Click on the link below to see the EU Conference Conclusions of Greek Presidency:

https://europa.eu/youth/content/greece-presidency-eu-youth-conference-and-conclusions_en

