



Ógras Strategy 2022 - 2025

Vision

Our vision is an Ireland where young people are supported to develop to their full potential, creating opportunities to speak Irish while having fun.

Mission

To reach this vision Ógras

- Provides environments that encourage and facilitate young people to enjoy participating in a fun, contemporary, Irish language community
- Provides a vibrant, varied, and planned youth work programme through Irish that encourages creative thinking, confidence building and social development.

Values

As an organisation we believe in

Being open and inclusive	Equality across the organisation
The value of Volunteerism	Diversity in our approach and offer
Flexibly in meeting the varied needs of young people	Youth participation and ownership
Being outward looking and promoting international dimension to Youth Work	Creating a friendly, fun and welcoming atmosphere in all things we do and in how we do them
	Promoting pride in Irish identity and culture while valuing other identities and cultures

Priorities emerging/Outcomes

1. Consistent quality youth work programmes are developed, supported, and evaluated in Ógras and Óg-Ógras clubs.

In order to achieve the above implementation plans are needed for the following areas

- 1.1 Deliver on-going support and development to Ógras and Óg-Ógras clubs including club support visits, regional and national events by development officers.
- 1.2 Encourage the active participation of young people and leaders at all levels of Ógras and Óg-Ógras (club, regional, national and international levels).
- 1.3 Programme Development, Implementation and Evaluation
 - 1.3.1 Climate Justic
 - 1.3.2 Outdoor and Nature
 - 1.3.3 Lifeskills and Wellness
 - 1.3.4 Young People's Right (One World Week)
- 1.4 Regional and National Events
- 1.5 Prioritise recruiting and /or retaining young people 12-18 years and develop programmes and activities including National Events (Cluichí Tailteann, Scléip na hÓige, Turas Gaeltachta) with them commencing with research into the needs and preferences of this age group.

- 1.5 Continue to encourage junior leaders in Ógras clubs.
- 1.6 Continue to encourage participation in Óg-Ógras clubs by expanding the geographical spread and numbers of clubs

2. Volunteer Leader recruitment, support, training and networking*

2.1 Develop a recruitment process for new leaders and a training process for all leaders so as to ensure leaders understand their roles and in turn ensures quality programmes are delivered to young people.

- a. Following a skills and competency audit for all leaders, implement the NYCI Starting Out Volunteers Training Programme annually and in advance of leaders commencing in clubs.
- b. Ógras Programme Delivery Training
- c. Child Protection Training

3. European Development Plan

Support international youth work through developing a European Development Plan - facilitating exchanges and projects with a particular priority for young people aged 15+ and maximising opportunities through:

Erasmus+
European Solidarity Corps
Colmcille

4. Ógras as an effective organisation with the resources and ability to deliver on the commitments set out in Strategy 2025

- 4.1 Continue to comply with the Charity Code and ensure compliance with Charity, Company and other relevant Legislation.
- 4.2 All leaders are aware of the policy and procedures in relation to child protection and welfare of young people and this is to the forefront of all activities and programmes.
- 4.3 Strengthen the financial model in place to support the implementation of this strategy by diversifying the funding base.
- 4.4 Continue to act as a responsible employer, to include implementing a performance management and staff development policy.

4.5 Increase awareness of Ógras, especially through engaging the members and clubs in social media and developing projects that capture the positive experience of participation in Ógras (Daoine Ógras).

4.6 Develop and Implement a communications strategy

5. Network and collaborate with other organisations with whom we share strategic objectives including Conrad na Gaeilge.

Stiúrthóir: 

Dáta: 15 Feabhra 2022