



GAISCE
THE PRESIDENT'S
AWARD



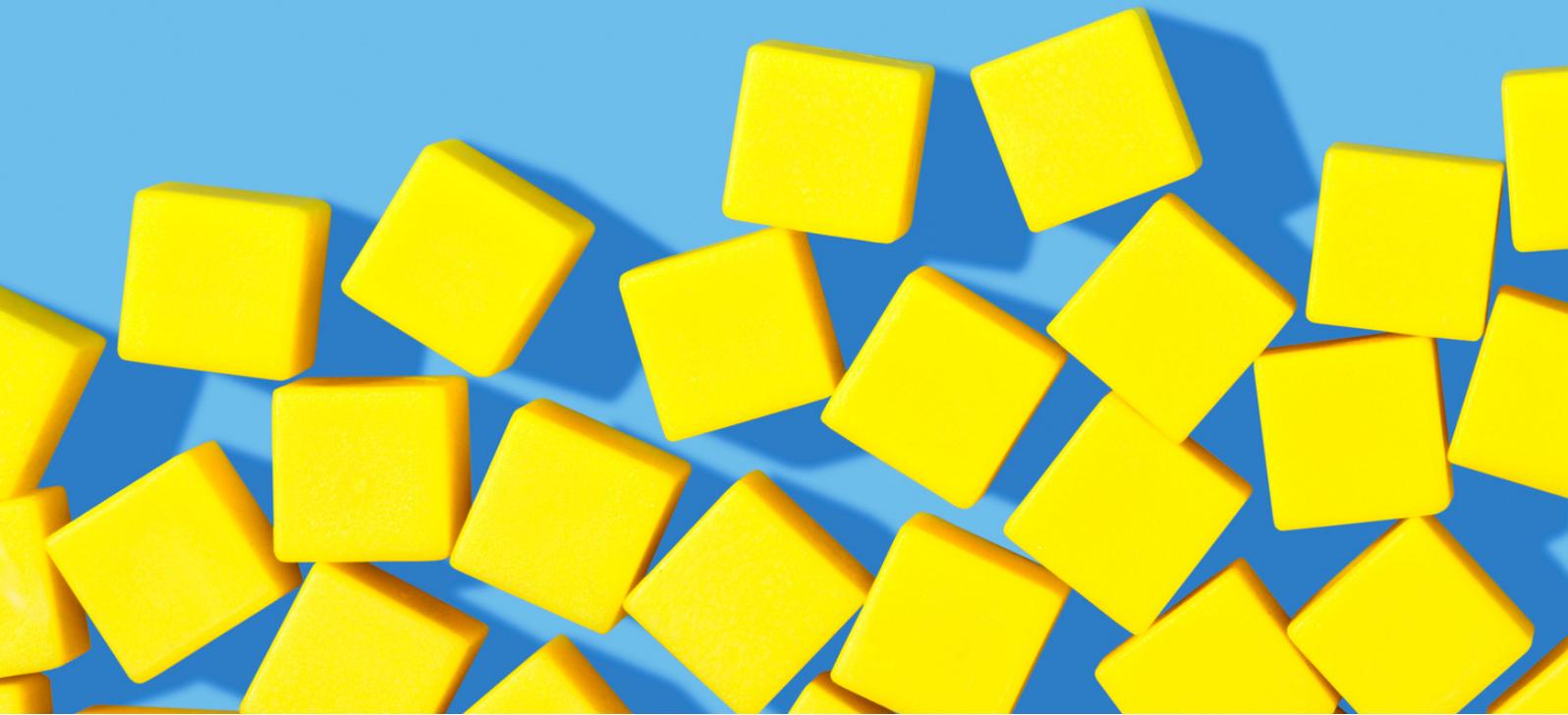
Working
to Change



Generation Change:

A dialogue on self development and
employment post-conviction

REPORT





Introduction

Generation Change took place in Google HQ on October 5th, 2022. The event, which was a cross-sectoral dialogue looking at the challenges for those leaving the probation service and prison system in finding employment opportunities, was hosted by Gaisce – The President's Award and the Department of Justice's 'Working to Change' strategy and supported by James Long and Timmy Leonard of 'The Two Norries' Podcast.

The dialogue aimed to critically consider how key programmes, re-engagement in education opportunities and the alignment with 'One Good Adult' for young people within the system can strongly support a reduction in reoffending, as well as promoting active citizenship, safer communities, and fewer victims. The Gaisce framework underpins the importance of the 'One Good Adult' through its delivery mechanism as a proven positive youth development programme boosting opportunities for young people to demonstrate their skills and achievements through their participation in the award programme.

We hope you are inspired by this report as much as those of us lucky enough to be in the room on October 5th.



"Google has an explicit policy of not excluding people with a conviction...Here at Google we are going to continue to work with the Department of Justice and Equality, with Gaisce and The Working to change Strategy in order to create that environment."

— David Sneddon



"Giving people a second chance will actually get rewarded, not only with skills, but with loyalty and staff retention, all of the issues that are challenging employers today. So its not a one way thing, its absolutely of mutual benefit."

— Fíona Ní Chinnéide



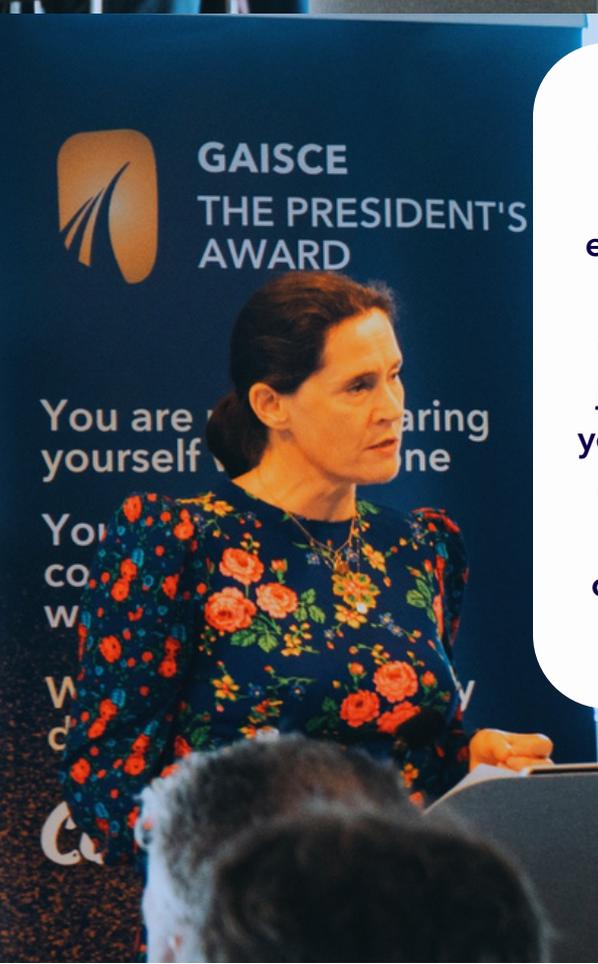
"As a catalytic programme for young people looking to navigate towards more positive horizons & pathways, the Gaisce framework provides the tools and building blocks for President Award Leaders like Anita (Dooley) and Donncha (Walsh) to guide young people through the Award activities that can enhance their personal development and help them to demonstrate to themselves, potential employers, colleges, and other educational opportunities, just what they are made of."

— Avril Ryan



"It is often said that every person needs just one positive role model in their life to become successful and fulfilled, just one person who believes in you, who supports and encourages you can make a dynamic difference. So today I would like to thank and compliment all of those Prison Officers, Teachers and Probation Officers who have done just that. Your work can be difficult and challenging. With your support, your encouragement and mentoring, lives are changed and better futures realised. It's both a challenge and a privilege to be in such a position and I urge you to carry that responsibility with integrity and determination."

— Sínead Gibney



"For employers that are here today, the message is simple, see the person for who they are now and today, not the person they were in the past. Accept that people can and do change and help us to continue to unlock the potential within the person you see before you. By doing so, you will contribute to reducing re-offending and making all of our communities safer. We all have a part to play."

— Caron McCaffrey



"As you know this collaboration between Gaisce and the Working to Change strategy is about changing the all too often negative narrative that implies that the presence of a conviction means the lack of job opportunities and prospects to a narrative of hope and of transformation through self-development."

— James Browne TD



"Once you get an Award like this (Gaisce) it can never be taken away from you, and you are joining an alumnus of over 300,000 young people, who are Rock Stars, Business People, Farmers, etc. All Gaisce does is give the young person the chance to be the best version of themselves. So I wasn't supposed to say very much, but all I want to tell you is that something very extraordinary happened in the room today and we need to take it away and do something with it."

— John Cunningham





Message from the MC's

"As the day progressed at Google HQ it felt like something really special was happening in the spacious room overlooking Dublin city centre. We heard experts by lived experience, academics and practitioners all speak passionately about the vital role employment plays in the reintegration of people who have been in prison. We were also able to honour and acknowledge some of those who have contributed in a positive way to supporting people who have been in prison. In the audience, there was a who's who of the criminal justice sector, and probably more importantly, representation from some very influential employers. It was a honour for us personally to be given the responsibility to host such an event, and we hope our mix of opinions, experiences, and humour made for an enjoyable event for all who attended."

James Leonard & Timmy Long

The Two Norries

A Dialogue on Self-Development and Employment Post-Conviction

Welcome to Google

David Sneddon

VP, gTech Professional Services EMEA



Welcome to Google &
The day ahead

The day ahead + why we are all here

James Leonard and Timmy Long

The Two Norries



Interview Excerpt with Michael
Maughan, Cork Prison

Interview with Michael Maughan

Opening Remarks

Minister of State at the Department of
Justice and Equality with responsibility
for Law Reform, James Browne TD.



Opening Remarks from
James Browne TD



Keynote Adress from
Sinéad Gibney

Keynote Address

Sinéad Gibney

Chief Commissioner, Irish Human Rights
and Equality Commission (IHREC)

Interview with Anita Dooley, a President's Award Leader in Limerick Prison



Interview with Anita Dooley



Interview with Donncha Walsh, Assistant Governor, Mountjoy Prison

Interview with Donncha Walsh

Avril Ryan, Acting CEO Gaisce

Caron McCaffrey, Director General, Irish Prison Service



Remarks from Avril Ryan and Caron McCaffrey



Spoken Word: Actor and Poet Ruaidhrí Conroy presents a piece representing a report on the Community Needs Analysis with the Pathways Centre for Prisoners and Former Prisoners

Rúaidhrí Conroy Spoken Word



[Bounceback Recycling Video](#)

Bounceback Recycling: Diverting mattresses from landfill and supporting the Traveller community with employment opportunities, Enterprising for Social Change.

Panel Discussion & Dialogue: Hosted by James and Timmy

- **Domini Kemp:** Chef, Food writer, entrepreneur
- **Ger Redmond:** Pro Athlete and coach
- **Damien Quinn:** Community Education and Disability Officer, Galway Rural Development and Founder of Spéire Nua - New Horizon
- **Siobhán Cafferty,** Implementation Manager, Pobal for the 'Working to Change' strategy of the Department of Justice



[Panel Discussion & Dialogue](#)

A focus on the work of **Céim Ar Chéim**, a community based probation project based in Moyross, Co. Limerick



Céim Ar Chéim



Fíona Ní Chinnéide, Deputy Director, Prisoners and Reintegration of the Probation Service

Remarks from Fíona Ní Chinnéide

John Cunningham, Chairperson of Gaisce Council



Remarks from John Cunningham



Teresa Weafer, Community Engagement Manager at Google Ireland

Remarks from Teresa Weafer

Wrap up and Closing
with James Leonard and Timmy Long



Wrap up and Closing with James Leonard and Timmy Long



The Two Norries: Anecdotes about school and the Irish Prison Service

The Two Norries Anecdotes

Event highlights video



Highlights Video

Speaker Bios

David Sneddon

VP, gTech Professional Services EMEA

David Sneddon is the Vice President of Google Technical Services (gTech) for Europe, Middle East and Africa. gTech is a global support and operations team that cares for our customers by solving problems and scaling solutions.



James Leonard & Timmy Long

The Two Norries

James and Timmy are the hosts of the popular podcast "The Two Norries", which covers themes across the social and health sphere with a particular focus on addiction, drug use, crime and recovery.



James Browne TD

Minister of State at The Department of Justice and Equality with Responsibility of Law Reform

James Browne is an Irish Fianna Fáil politician who has served as a Minister of State at the Department of Justice since September 2020. He is responsible for Law Reform in his role as Minister of State.



Speaker Bios

Sínead Gibney

Chief Commissioner, Irish Human Rights and Equality Commission (IHREC)

Sínead Gibney is the Chief Commissioner of the Irish Human Rights and Equality Commission. She is driven by equality, people's inherent dignity, and a passion to make society work for those among us with the most acute and complex needs.



Avril Ryan

Acting CEO, Gaisce - The President's Award

Avril Ryan currently fulfils the role of Acting CEO and Head of Operations and Development at Gaisce. She has over 20 years experience senior management and leadership positions.



Caron McCaffrey

Director General, Irish Prison Service

Caron has been the Director General of the Irish Prison Service since 2018. She has responsibility for the leadership and management of the Service and the implementation of Government policies and strategies.



Speaker Bios

Rúaidhrí Conroy

Actor and Poet

Rúaidhrí Conroy is an Irish Actor and Poet. He is an actor, known for *Into the West* (1992), *The Professor and the Madman* (2019) and *Clockwork Mice* (1995). Rúaidhrí has also found success in poetry, with his poetry being published in prestigious journals such as 'Irish Poetry Journal' and 'The Galway Review'.



Domini Kemp

Chef, Food Writer, Entrepreneur

Domini Kemp Domini is an award-winning chef, food writer and entrepreneur. She is a co-founder and joint-MD of the ITSA food group. She also developed the PEP Entrepreneur Programme in Wheatfield Prison. This work continues in her role as Chair of the newly formed Department of Justice, Employer's Forum.



Ger Redmond

Pro Athlete and Coach

Ger Redmond is a former professional footballer from Dublin who has navigated his experience with the criminal justice system to become a professional triathlete and soccer, run and triathlete coach. He is also an ambassador for the Get The Message out campaign with Northside Partnership.



Speaker Bios

Damien Quinn

Community Education and Disability Officer, Galway Rural Development and Founder of Spéire Nua

Damien is a Community Education & Disability Officer with Galway Rural Development and also the Coordinator of GRD's Social Enterprise Regeneration project.



Siobhan Cafferty

Implementation Manager, Pobal for the 'Working to Change' Strategy of the Department of Justice

Siobhán Cafferty is the Implementation Manager for the Criminal Justice Sector in Ireland. She works for Pobal on behalf of the Department of Justice. Having developed the 'Working to Change' strategy 2021-2023' for the Department of Justice.



Fíona Ní Chinnéide

Deputy Director, The Probation Service

Fíona has held this role since February 2019 and has more than 25 years' experience working the area of advocacy in Ireland and Europe, with particular focus on human rights and anti-discrimination



Speaker Bios

John Cunningham

Chairperson, Gaisce Council

John is currently Chair of Gaisce - The President's Award and his career has spanned almost 35 years in marketing, management, business development and executive management in organisations.



Teresa Weafer

Community Engagement Manager, Google Ireland

Teresa has worked in the caring profession for over 20 years. Teresa is most active in the field of addiction and rehabilitation, particularly in designated socially-disadvantaged communities.





Closing comments from MC's

"As hosts, it was a great opportunity for us to show the potential employers present, that people who have been in prison have a lot of potential that could be tapped into if they would give them a chance. If someone has overcome childhood trauma and incarceration to put themselves in a position for employment, think about all they had to do in the meantime and the transferable skills and traits that could benefit any organisation. Determination, planning, goal setting, resilience, are some characteristics that come to mind. Oftentimes, people on their early desistance journey don't view the opportunity as just another job, but an opportunity to redefine their lives and identities, and become the most hard working and loyal employees. In prison today are the managers, team leaders, trades people and social entrepreneurs of tomorrow and we look forward to honouring them down the line."

James Leonard & Timmy Long



Key Takeaways

If you are an employer

Consider employing individuals with convictions.

Actively seek out social enterprises when looking to contract or tender for services.

If you support or work with young people under 26, or are under 26

Get involved with Gaisce today as a participant or support leader or President's Award Leader.

Embrace the challenge of personal development and see what you can achieve!

To find out more about Gaisce visit
www.gaisce.ie

Click here to find out more about the
[Working to Change Strategy](#).



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to Change

Thank You

Thank you to the Minister, our keynote speaker, all speakers, contributors and our MC hosts.

Congratulations and thank you to each of the President's Award Leaders who were presented with their Civic Merit Award. The Civic Merit is a very special Award presented to President's Award Leaders who have been active in delivering Gaisce for five years or more

Thank you to the Social Enterprises who exhibited:

Bridge / Clean Slate

College Connect, Unlocking Potential

EPIC - Cornmarket Probation Project

Frontline Bikes

Irish Association for Social Inclusion Opportunities

Merchants Quay Ireland

New Creation Cleaning Services

Open Doors Initiative

PACE Social Enterprise

Pobal

Solas Project

Target

Venture Out

Way2Work