



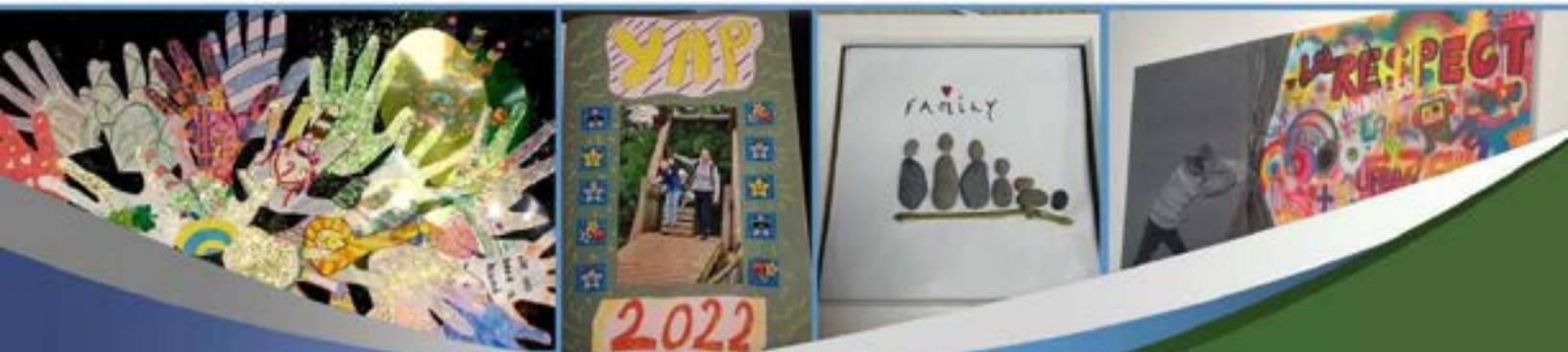
Youth **Advocate**  
PROGRAMMES IRELAND  
*Celebrating 20 years in Ireland!*



2002

- 2022

Annual Report





## YAP at a Glance - 2022



New Services and programmes established in 2022

*"Communication with the whole family is 100% better."*

Quality Feedback Call

**NATIONAL**  
Croke Park  
186 total attendees -  
74 Children and Family members -  
40 stakeholders - 72 Staff  
**EVENT 18/8/22**

**100%**

of Social Workers said they would recommend YAP to a colleague. (2022)



## Contents

2-3	Foreword	4-5	YAP Services
6-7	Evidence Based Tools	8-9	Outcomes in 2022
10-11	YAP in 2022	12-13	Working in YAP
14-15	Participation & Consultation	16	Governance & Finance

## Acknowledgements

YAP Ireland would like to thank our partners and funders in particular TUSLA Child and Family Services, HSE and YAPinc. We would also like to extend our gratitude to the Board of Directors, the Staff and Advocates who contribute to the effective running of the organisation. Last but not least we want to thank the children, young people and families for working with us and welcoming us into their lives - it is a privilege.



# FOREWORD

In 2002, YAP Ireland began the pilot programme in Galway and Dublin North and in 2022 we celebrated the continued success of the YAP model in supporting young people and families to achieve their goals using our strengths based model. 2022 has been an exceptional year for us all as we grappled with the changes brought about by the global pandemic and the aftermath. Demand for services increased across all referrers who themselves have faced increased demand with deficits in staffing, compounding an already difficult situation.

YAP Ireland again stepped up and provided increased support with growth across Intensive Support, Independent Advocacy and YAPAbility services. The commitment and strengths of our staff really came to the fore with innovation and flexibility, the key components of our capacity to increase our services while remaining true to the model. We restructured the organisation to enable us to meet increased demand and continue to be open to further change if needed. We have been fortunate to be able to attract full time and advocate staff to the organisation despite a tight labour market and are particularly pleased to see past advocates take on full time staff roles. A big thank you to all our amazing staff.

The Board continued to play an important role in providing support, expertise and oversight as required and I want to thank them all for their ongoing pivotal role in guiding YAP Ireland through this period. I also want to thank our partners in Tusla and the HSE for their ongoing funding and support for the services we provide and working with us to ensure more children, young people and families receive the support that they need.

The children, young people and families that we have the privilege to work with deserve our greatest thanks for their embrace of the YAP Ireland model and for taking the steps needed to improve their own lives and the wider community. We look forward to 2023 with renewed optimism under our theme of building strong, sustainable relationships, families and communities.



*Siobhán O'Dwyer*  
**Siobhán O'Dwyer**  
CEO YAP Ireland

## YAP works!

This is the message that I as Chairperson have heard over and over again throughout my time on the Board of YAP. I have heard it directly from young people through the participation structures, from parents through their feedback, from staff through my precious interaction with them and from stakeholders. This is clearly evident in the growth in demand for YAP services and through the diversification of the spaces in which YAP now operate.



I have known YAP for more years than I have been on the Board, and it is an honour and a privilege to be of service to the young people and the families that YAP work with. The innate value and dignity of every individual guides the work of YAP.

YAP values the contributions, the views, the resources, the strengths, and the resilience of the young people and their families and that is why YAP works.

I would like to thank our stakeholders for their vision and perseverance and for their belief in the YAP model, the YAP approach, and the YAP management and staff.

Our multiple stakeholders have told us in many ways what I am saying to you now, YAP works and will continue to work for more young people, for more families in more spaces as we move into a new horizon in this our 20th Year.

Happy 20 Years of YAP working!

*Réidín Dunne*

**Réidín Dunne**  
Chair





# YAP SERVICES



## Intensive Support Programme

The Intensive Support Programme provides intensive support of up to 15 hours a week for a 6 month period to young people (8 – 18 years old) and their families to help them achieve their goals.

Young people referred to our programme may be at high risk of placement in care secure care and/or custody,(Levels 3 and 4 on the Hardiker Scale). They may also be experiencing difficulties around their home, education, peer groups, behaviour and/or community.

## Out of Hours Service

We provide emergency support for young people referred by the Tusla Crisis Intervention Service to support them in a temporary placement and work towards achieving a positive outcome.

We can provide an advocate as soon as possible to support the young person, whether in the home or in temporary placement and engage them in meaningful activities to reduce further risk.

## YAPAbility (Disability and Mental Health Intensive Support Service)

The YAPAbility Programme provides a 12 month programme to young people aged 10 – 24 years and their families who require support in achieving their goals. This service enhances independence, self-esteem and confidence, supporting the young person to participate fully in the community.

Many of the young people will have diagnoses of Autism, Asperger's or be living with a mental health diagnosis. We receive joint funding from HSE and TUSLA to provide this service in Cavan/ Monaghan and from the HSE in the Dublin area (CH09).

## Independent Advocacy Service (IAS)

The Independent Advocacy Service is provided to Child and Adolescent Mental Health services and adolescent inpatient units by supporting the young person to self-advocate, meet with staff and attend meetings if required.

An Independent Mental Health Advocate supports young people and their families to understand the service provided to them both in inpatient units and in the community, and to enhance their participation in service provision, express their views, and make informed decisions.

This service has grown in the past 12 months, we are now delivering Independent Advocacy Services in the Cork/Kerry region (HSE CHO4 area), Dublin area (HSE CHO9 area) and all HSE child and adolescent in-patient units as well as Galway, Roscommon and Mayo (CHO2 area), St. John of God's and St. Patrick's Hospital.



Independent Advocacy Service



## Growth in 2022

### Child and Adolescent Mental Health Services (CAMHS) intensive support programme

CAMHS intensive support programme began towards the end of 2022. This programme utilises our intensive support model to work with young people who are living in the community and accessing CAMHS services.



### Tusla Education Support Service (TESS)

One of our new Pilot projects in YAP with TESS (Tusla) began towards the end of 2022. These cases are run similar to Intensive Support cases; however the referrer is an Educational Welfare Officer (EWO) rather than a Tusla Social worker.

The idea behind this pilot programme is to take an earlier intervention approach to tackle the underlying needs leading to school refusal or low attendance. Many of the needs which EWO's are seeing more often is around anxiety leading to school refusal, issues we see regularly on the main intensive support programmes. Initially the pilot is being rolled out across the West and North East of the country.

### Unaccompanied Asylum Seeking Children (UASC)

From June to December 2022, 104 young people arriving in Ireland used this new transport support service provided by YAP. Most young people availing of this service came from the Ukraine, Afghanistan or Somalia.

Our YAP Advocates supported these young people by providing transport to their reunification with family members, new foster care placement, as well as, to and from appointments with TUSLA. It was great that YAP could respond so quickly and provide this new support service to emerging global crises.





# EVIDENCE BASED TOOLS

## Strengths & Difficulties Questionnaire

The Strengths and Difficulties Questionnaire (SDQ) is a brief emotional and behavioural screening questionnaire for young people and parents/carers. The 25 questions in the SDQ measure 5 different types of strengths and difficulties. This is a widely used tool that helps to identify how young people and parents/guardians view their difficulties and measures improvements over time.

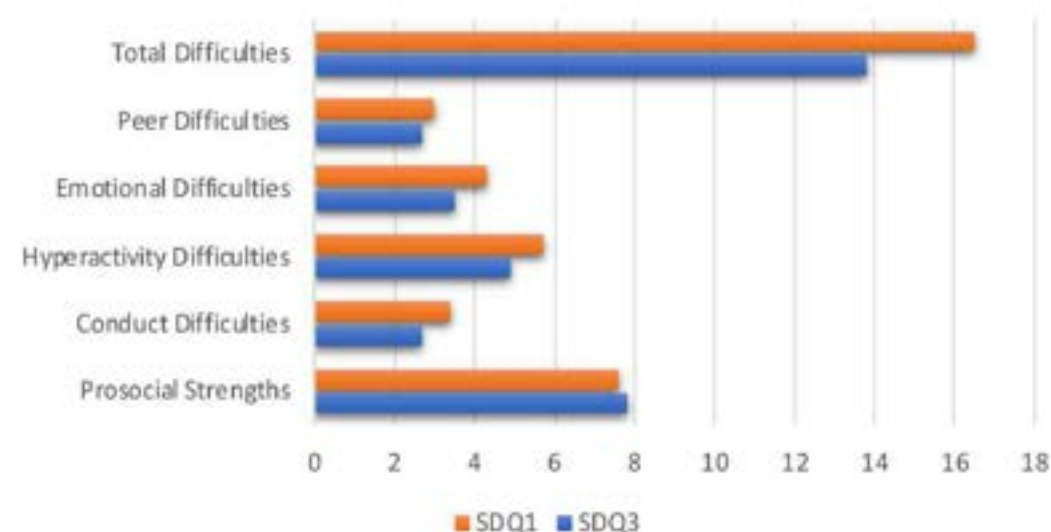
### 5 Strengths and Difficulties measured:

- Pro-social Behaviours
- Conduct Problems
- Hyperactivity
- Emotional Symptoms
- Peer Problems

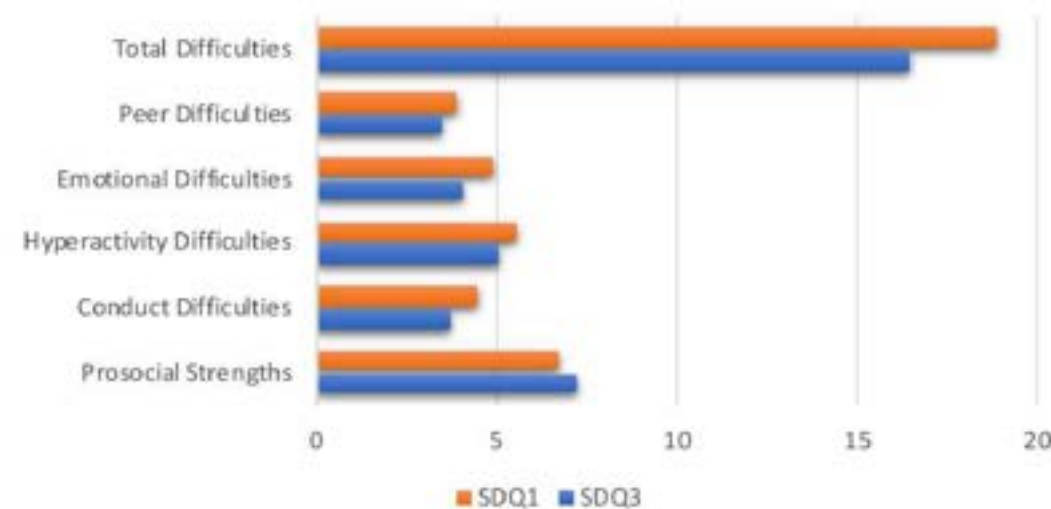
### How does it work?

The first SDQ (SDQ1) is given to the young person and parent within the first two weeks of the programme starting. The third SDQ (SDQ3) is given to the young person and parent at the end of the programme.

### Young People's SDQ1 Vs SDQ3



### Parents'/Guardians' SDQ1 Vs SDQ3



## What did we find?

The Strengths and Difficulties Questionnaires from young people and their parents/guardians on the YAP programme from 2013 to 2022 were analysed. The analysis shows that there is a decrease in young people's difficulties scores across the difficulties themes at the end of the YAP programme when compared with the start of the programme.

Similarly, the above graph demonstrates an improvement in parents'/guardians' ratings of the difficulties that young people experienced at the beginning of the YAP programme. Again, we can see a consistent decrease in difficulties from the beginning of the YAP programme to the end.

## Quality Assurance

YAP Ireland carries out quality calls and questionnaires with parents/carers, young people and referring agencies to evaluate their experience with the YAP service.

In 2022, 95% of parents/carers gave YAP a satisfaction score of 4 or more out of 5, 89% of young people had positive feedback and 100% of Social Workers said they would recommend YAP to a colleague.

Feedback is used to ensure that we continue doing what people think we do well, and to review and improve services and to respond to suggestions for change.

The feedback we received is overwhelmingly positive.

*"The YAP service has helped my family in every area of support needed."*

*"The communication and speech between me and my son has gone from zero to 100 since YAP started."*

*"I really like the connection and friendship I have built with my Advocate."*

*"My life is beginning to look a lot better."*

**YAP QUALITY CALL FEEDBACK**



# OUTCOMES in 2022

## Who We Work With

In 2022, 92% of children and young people who we worked with remained at home at the end of the programme and 8% returned home from an alternative placement. The model continues to achieve positive outcomes for children, young people and families.

## Outcomes

The national outcomes summary includes information for 2,732 young people who YAP Ireland have worked with between January 2011 and October 2022.

## Cohort

The cohort is 3,748 young people and families who YAP Ireland have worked with across all programmes between January 2011 and December 2022.

## Gender and Age

55% of referrals to YAP are male and 45% are female. 21% are aged <10-12, 48% are aged 13-15 and 31% are aged 16-18+.

## Ethnicity

85% were classified as Irish, with an additional 4.6% being members of the Irish Travelling community. 4.9% were from an African or Asian background and 3.7% were Eastern European.

## Current Placement

63% of young people were living at home when they started the programme. 12% lived with extended family, with 14.5% in foster care, 5.3% lived in residential care or supported lodgings. Of the 1705 living at home at the start of the programme, (89%), 1513 remained at home at the end of their time with YAP, a further 7% returned home from alternative placements.

## Education

81% of young people who engaged with YAP Ireland are in education with 63% of those attending school regularly and 19% not in education.

## Mental Health Diagnosis

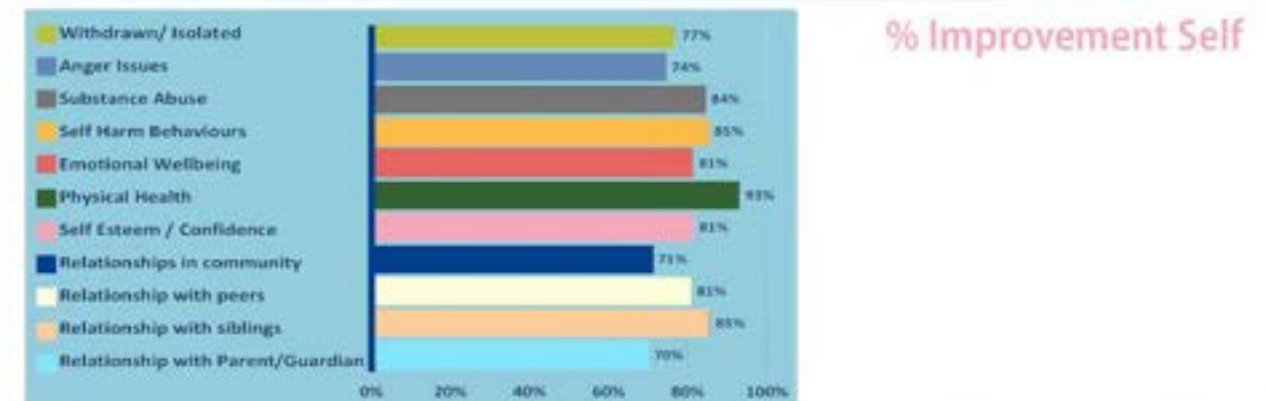
Mental Health/ Behavioural/ Autistic Spectrum: 71.3% of young people referred to YAP Ireland have no mental health diagnosis, with 21.4% having a mental health diagnosis and 7.3% awaiting assessment.

## Household Circumstances

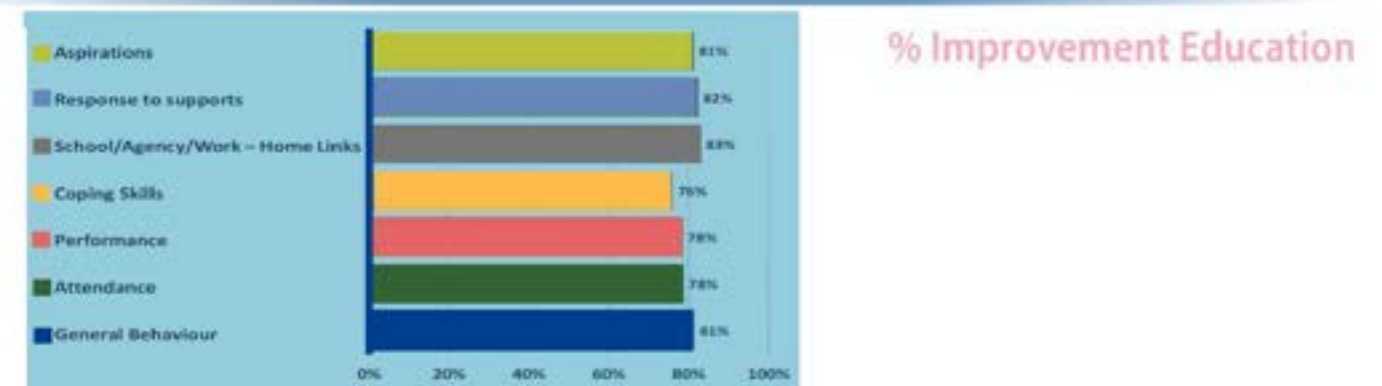
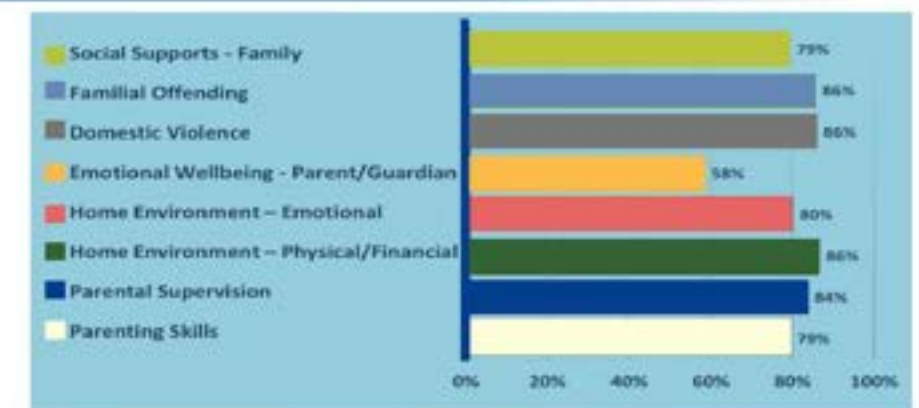
65% of those living at home are living in a single parent household, with 35% living in a two-parent household. 73% of families have full medical cards and 44% have a family history of drug or alcohol misuse. 20% had an immediate family member convicted.

YAP utilises Outcomes to measure Young Peoples Progress on the programme.

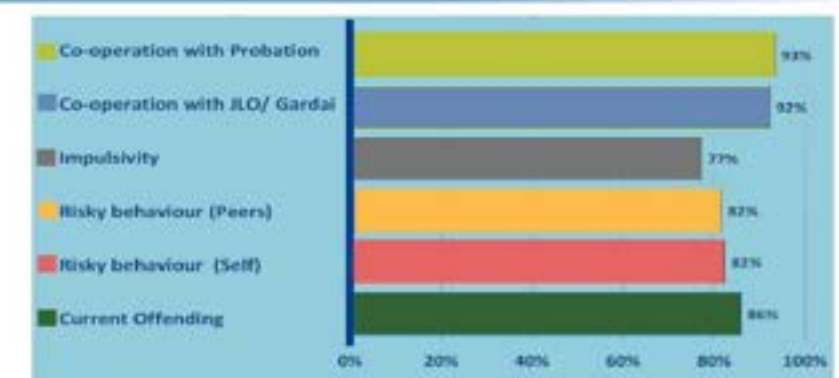
These graphs show the percentage improvements for Young People who have moved from 'some or significant risk' at referral to 'less or minimal risk' by the end of the YAP programme.



### % Improvement Family



### % Improvement Offending Behaviour





# YAP IN 2022

## YAP's Strengths Based Approach Praised in International Academic Journal

In October 2022 the international academic journal Child & Family Social Work, published an article written by NUIG researchers about the positive benefits of the Strengths Based Model that we use here every day in YAP. This article is based on the research project that NUIG conducted with YAP during 2019/2020.

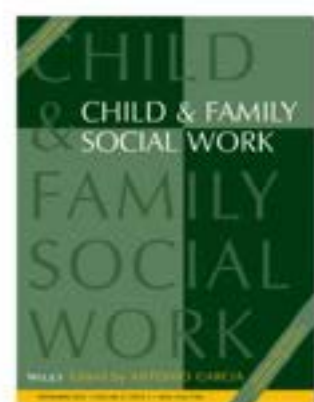
The researchers speak positively about all the hard work that Advocates, Team Leaders and everyone who works within YAP do on a daily basis. In particular, the article draws attention to the avoidance of judgement and the focus on the strengths and positives of the young person and their family within the YAP model. The researchers highlight that the Strengths Based Model builds trust between young people, family members and YAP staff and helps inspire confidence in their abilities to progress and develop positively.

The article also emphasises that this approach leads to the talents and abilities of young people and their families being identified and built upon, thereby placing the development of young people's resilience and self-esteem as a priority.

The voices of YAP's Young People, Parents, Advocates and Team Leaders are interwoven throughout the article:

*"What you find is that families have all these supports around them, professional supports around them, and everybody is focusing on the negatives. So, it's really refreshing for somebody like us to come in and just focus on positives. And there are positives, but they cannot see them; they are in such a dark place that they just need someone to kind of bring them out of that." (Advocate, Case Study 9)*

*"Focusing on the positives lights up [young person]. They receive so much negativity and bad news that they cannot see the good sides. An Advocate can take the time to do this with them." (Parent, Case Study 4)*



*"I thought it was just going to be someone coming down and talking, telling me. But it was all about what you think will work. Like what kind of things have worked well in the past ... How you managed things before. It all revolved around you." (Young person, Case Study 2)*

*"Everything boils down to what's working ... we find little pieces of success in the day, the hour, the week ... whatever it takes and then we bounce from there. We emphasize that, we tease out how and why it worked and apply that same approach to other areas of their day." (Team leader, Case Study 4)*

This international journal is read by researchers who work in the social care field as well as social workers and policymakers across the globe.

We are very proud of this work and the positive outcomes of the YAP model that it exhibits and congratulate the research team on the publication.

## Graduate Bursaries / Educational Assistance Scheme

YAP Ireland encourages the development of young people on our programmes, graduates of the YAP Programme or their parents and carers to reach their full potential through enhancing their personal and professional development and have a range of structures available to support this development.

The Educational Assistance scheme applies to all young people who have completed the YAP Programme, who are over 16 and undertaking a 3rd Level Course, apprenticeship or further training or employment. This scheme is also for Parents and Carers of Young People who have graduated from the YAP Programme who themselves are commencing a 3rd level course, further training, or employment.

Individual grants can be up to €750 per applicant to help with covering the cost of course fees, books, IT or other equipment required for the course. During 2022, 12 Educational Assistance Scheme Graduate bursaries were awarded to young people and parents/carers, coming to a total of €5,710.

As part of the application process, applicants were asked why they wanted to do their chosen course. Below are some of the reasons given by successful bursary recipients:

### Pre-University Journalism & Media

*"A PLC will be a lot less stressful than going directly into university. As I would like to be a proof-reader or copy editor in the future, I feel that this course would be suitable for me."*

### Woodwork & Furniture Making

*"I hope to do an apprenticeship in woodwork and carpentry. I need this course to be eligible to apply for an apprenticeship."*

### Level 6 Advanced National Craft Certificate in Plumbing

*"After coming off the streets and dealing with being homeless, I have finally found a job in plumbing and a boss that will register me for an apprenticeship in plumbing."*

*It has given me a sense of purpose and provided me with stability and I would like to succeed when registered with SOLAS, that being the reason I need the tools."*

### QQI Level 5 Healthcare Support

*"I have been working in healthcare for over 7 years. At present, I am stuck in a job that I would like to move on from. I can't because I am unqualified. I have not done my Fetac or QQI Healthcare Assistant qualification. I like this kind of work."*

*There are great opportunities to work in hospitals and other better paid scenarios. I can't pay for it because I don't earn enough."*

### Creative Writing for Digital Media

*"I have a keen interest in media and journalism. This has always been a passion and a goal I have wanted to achieve."*

### Pre-University Journalism with Media

*"Journalism has always been something I've been passionate about since I was a kid and always found it was an escape from reality."*





# WORKING IN YAP

In 2022, YAP conducted a Staff Opinion Survey with all staff in conjunction with an external HR Consultancy firm. The results are really positive, as you can see below, with the commitment to the Model and to the work with young people and families shining through.

Congratulations to all who play a role in making YAP Ireland a positive place to work now and into the future!



80%

of Respondents agree or agree strongly that they have the materials and equipment that they need to do their job right.



90.43%

of Respondents agree or agree strongly that they are aware of YAP Ireland's Strategic Plan and how their role fits in with the plan.

85.39%



of Respondents like to know what is going on in the Organisation and are interested in YAP's future.

85.39%

73.91%



of Respondents rate YAP as one of the best places to work compared to other Organisations that they know about.

95.61%



of Respondents are of the opinion that their supervision offers them the opportunity to air views/ resolve issues.



86.09%

of Respondents feel that the morale/ atmosphere within YAP is good.



96.52%

of Respondents are of the view that YAP lives up to its values.

92.11%



of Respondents noted that they are engaged with YAP.



Working with Young People and Families

is the best thing the Respondents like best about working in YAP.



97.37%

of Respondents agree or agree strongly that their manager conducts fortnightly or monthly supervision meetings with them.



71.3%



of Respondents agree strongly or agree that Covid-19 restrictions caused them to change their work practices in the last year.



93.92%

of Respondents agreed or agreed strongly that YAP is an enjoyable place to work.

81.74%



of Respondents agreed or agreed strongly that YAP cares about them as an individual.



92.11%

of Respondents agree or agree strongly that they have a positive working relationship with their manager.

81.58%



of Respondents agree or agree strongly that they are given opportunities to learn new skills to help them develop in their current role.

78.94%



of Respondents agree or agree strongly that there is room for them to develop further in their current role.



91.23%

of Respondents agree or agree strongly their manager takes the time to plan/ makes time to carry out their people management role effectively.



86.96%

of Respondents agreed or agreed strongly that YAP has good communications throughout the Organisation.



78.26%

of Respondents feel valued within their job at YAP.



76.52%

of Respondents agree or agree strongly that they can influence the outcomes of the Strategic Plan through their work.



70.17%

of Respondents agree or agree strongly that they have access to peer support and colleagues who help develop in their role.



75.44%

of Respondents agree or agree strong that they are aware of the Internal Training and Educational Assistance Program in YAP and how to access it.



96.49%

of Respondents agree or strongly agree that their manager is approachable and keeps them informed of any Organisational or policy changes in a timely manner.



79.83%

of Respondents agree or agree strongly that staff members share their knowledge and expertise with others.



89.48%

of Respondents agree or strongly agree that they have a good working relationship with the people they work with in YAP.



# PARTICIPATION & CONSULTATION

The purpose of participation work in YAP Ireland is to allow our young people and families an opportunity to have their voices heard, to impact on existing systems and having their views taken seriously by policy makers and services.

Over the past year, YAP Ireland has strengthened participatory practices and created opportunities for young people and families to express their views and effect change both individually and on a wider national scale which we will continue into the future.

In total, 1,762 people attended 147 participation events during 2022.

## Publications



Our young people compiled a LGBTQ dictionary, our Youth CEO group completed "Education for All" and our Dublin parents group created a booklet with local resources. Thanks to all who helped produce such important pieces of work that amplify our young people's voices!"

## Parent Forum/ Groups



In 2022, we held two parents' forum days. The parents' forum days successfully built on relationships, laid foundations for future parent forum days and discussed potential topics for the 2023 theme.

## YAPWorx

YAP Worx aims to provide Young People with an insight into the world of work via a series of modules and on site visits. The Young Recruiters initiative forms part of YAP Worx. This involves a client-centred recruitment policy where young people are invited to train and then sit on interview panels across all roles within YAP Ireland.



## Participation Activities



## Youth CEO Group



The Youth CEO Group held 12 sessions throughout the year. The theme they focused on for this year was "Education for All". Based on their work throughout the year, they created a booklet on this theme. The work and preparation for this booklet was shared at the National Event in Croke Park.

## Youth Forum



We held three Youth Forum events in 2022. The group worked on the theme of 2022 "Equality for Everyone".

They created mood boards and self-portraits. The self-portraits were show cased at the National Event at Croke Park in August. In November, the group consulted with our CEO Siobhan on the new Strategic plan for 2023-2026.



# GOVERNANCE & FINANCE

YAP Ireland is a registered charity and is signed up to the Charities Regulator Governance Code. This code outlines the minimum standards we should meet to effectively manage and control the charity. Good governance ensures that systems and processes are in place so that we achieve our charitable objectives with integrity and to ensure that the organisation is managed in an effective, accountable, and transparent way. The Board of YAP Ireland is responsible for maintaining YAP's adherence to the Charities Regulator Governance Code.

The YAP Board continues to provide advice, expertise and guidance through its members experience, ensuring the resilience of the organisation.

## YAP Board Members 2022

Name	Post	Meetings Attended	Joined
Donncha Hughes	Outgoing Chair	1	2016
Greg O'Leary	Outgoing Company Secretary	1	2019
Ian Mullins	Outgoing Director	2	2019
Donal Murphy	Outgoing Director	1	2018
Reidin Dunne	Chair	4	2017
Philip O'Callaghan	Company Secretary	3	2018
Barry Martin	Vice Chair	4	2018
Danielle Curtis	Director	4	2019
Laura Curran	Director	2	2019
Gordon Walsh	Incoming Director	2	2022
Michael Tyndall	Incoming Director	1	2022
Tremaine Teddy Reese	Incoming Director	1	2022
Janet Lincoln	Incoming Director	2	2022
Eva Gurn	Incoming Director	1	2022

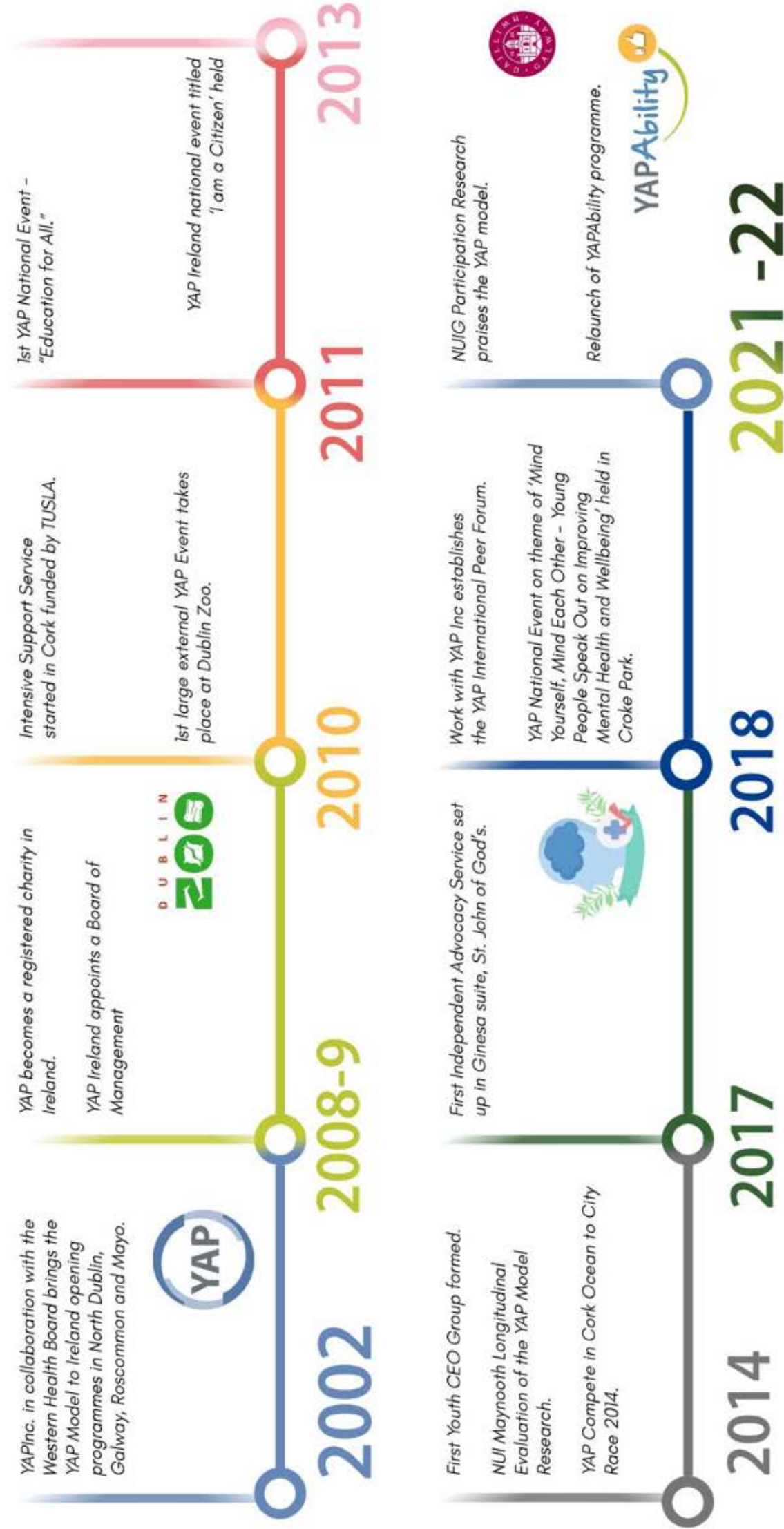
Complete audited accounts for YAP Ireland for 2021 are available to view on our website at [www.yapireland.ie](http://www.yapireland.ie).

Audited accounts for 2022 will be published in due course. YAP Ireland accounts are prepared under Charity SORP (FRS102).



## 20 Years of YAP: Timeline

Celebrating 20 years in Ireland!





Youth **Advocate**  
PROGRAMMES IRELAND  
*Celebrating 20 years in Ireland!*



# Annual Report

## 2022



Funded by:



An Ghníomhaireacht um  
Leanaí agus an Teaghlach  
Child and Family Agency



**Charity Registration Number:** 20071462

**Company Registration Number:** 468697

**Charity Number:** CHY18562

[www.yapireland.ie](http://www.yapireland.ie)