

Annual Report

2018



Youth Work Ireland Tipperary

... a world full of possibilities for all young people

Chairperson's Statement

Chairperson's Statement

Well what a year, Youth Work Ireland Tipperary has been extremely busy this past year, we proudly delivered our existing programmes and initiated some new innovative opportunities!

While acknowledging and celebrating each and every young person involved in the youth service we celebrate all the personal, collective and community goals that have been achieved.

I would truly like to acknowledge the passion, hard work and professionalism staff bring to nurturing and empowering the youth of Tipperary. To all our, board members who give their time energy and knowledge and skills to ensure we continue to build a robust dynamic and proactive youth service.

This report celebrates the positive moments while demonstrating the many achievements and key moments of lives of staff, volunteers and young people. In particular celebrate the diverse nature of challenges and strengths such as addiction, mental health, active citizenship and

health promotion.

We as an organization are privileged to be part of each one of these stories shared in this report. Each story represents the true value of youth work in promoting belief that anything is possible.

Ashling Sheehan Boyle

On behalf of the Board



Chairperson Board of Directors



Company Details

Name of Charity:

Tipperary Regional Youth Service CLG

Trading Name:

Youth Work Ireland Tipperary

CHY Number: CHY 11277

Registered Charity No: 20030506

Company Registration No: 233784

Registered Office:

Croke Street
Thurles
Co. Tipperary
Ireland

WEBSITE: www.youthworktipperary.ie

DIRECTORS: Paul Keating - Chairperson (Jan - Mar 18)
Ashling Sheehan Boyle (Chairperson Mar 18)
Sheila McCarthy- Treasurer
Darren Ryan
Emma O' Dea
Fintan O' Dwyer
Conor Maguire
Declan Burgess
Tim Vos
Siobhan Bradshaw
Fergus Moriarty (Apt November)
Zita O Rourke (Apt April))

SECRETARY: Janet Doyle (January – August)
Josephine Shortt (September – Dec)

CHIEF EXECUTIVE OFFICER: Cora Horgan
(Sean Cooke Acting CEO April – September)

AUDITORS Donal Ryan & Associates
Chartered Certified Accountants &
Statutory Auditor,
32 Manor Street
Dublin 7

BANKERS: AIB, Main Street
Tipperary Town
Co. Tipperary

SOLICITORS: JJ Fitzgerald & Co
Thurles
Co. Tipperary

STRUCTURE, GOVERNANCE AND MANAGEMENT

The name of the company is Tipperary Regional Youth Service, company limited by guarantee (CLG) with charitable status. The company is registered under Part 18 of the Companies Act 2014. Our governing document is our Constitution,

comprising of our Memorandum of Association and our Articles of Association. Tipperary Regional Youth Service CLG operates under its trading name; Youth Work Ireland Tipperary. We have been in existence since 1970, the organisation was originally known as Cashel and Emly Youth Service.

Membership is drawn from the following 3 constituent groups:

Young people engaged in the service's activities including youth club membership
Volunteers engaged in the service's activities
Community representatives wherein the services activities or projects are based.

YOUTH WORK IRELAND TIPPERARY'S BOARD, OFFICERS, AND MANAGEMENT

Youth Work Ireland Tipperary is governed by a voluntary Board of Directors. No remuneration has been paid to directors in respect of their service as Directors or on any Committee of the Directors to which the board have delegated powers under Art 92, Companies Acts. Subject to our Articles of Association, the number of Directors shall be not less than seven and not more than eleven. Nominations for the Board of Directors includes five nominations from Youth Clubs or Community Members, however this does not limit any powers to co-opt a Director as is the requirement from time to time, as set out in our governing document.

Youth Work Ireland adheres to the Governance Code as this is seen as best practice in the charity sector. Youth Work Ireland Tipperary is registered with and complies with all the requirements of the Charity Regularity Authority and the Companies Registration Office.

Youth Work Ireland Tipperary is affiliated to Youth Work Ireland, and is a recognised Youth Service, as per the Youth Work Act 2001. Youth Work Ireland Tipperary works with young people aged between 8 and 25, as well as families, communities and other agencies.

The Board of Directors had 8 ordinary board meetings, one AGM and one EGM in 2018. The board also has a number of sub-committees who meet regularly to undertake as directed by the board. The Board of Youth Work Ireland Tipperary will set up subcommittees to take on specific responsibilities or working groups to tackle a particular project.

Sub-committees are usually set up on a long term basis to take on a specific responsibility. These subcommittees include FAGP, HR and Income Generation. Subcommittees may have delegated powers as set out by the Board of Directors. Subcommittees will always have at least one board member and have written terms of reference, approved by the board, providing a good way of ensuring clarity. Youth Work Ireland Tipperary's Board of Directors may also set up working groups which are usually set up to carry out a specific piece of work.

The Board of Directors had nine ordinary board meetings, one AGM and one EGM in 2017. The board also has a number of sub-committees who meet regularly to undertake as directed by the board. The Board of Youth Work Ireland Tipperary will set up subcommittees to take on specific responsibilities or working groups to tackle a particular project.

Company Details *Continued*

FINANCE, AUDIT, GENERAL PURPOSE, AND RISK SUBCOMMITTEE:

The FAGPR Subcommittee upholds a number of roles including keeping the financial management of Youth Work Ireland Tipperary under review and monitoring risk and governance. The FAGPR consists of the Chair of the Board, the Treasurer of the Board, one other board member (who acts as Chair of the committee) with the CEO and Financial Administrator in attendance. The FAGPR meets monthly before the board meeting, and at other times as required.

Membership 2018:

- Ashling Sheehan Boyle
- Paul Keating
- Shiela McCarthy
- Fergus Moriarty

YWI TIPPERARY JUNIOR BOARD OF MANAGEMENT

Youth Work Ireland Tipperary Junior Board of Management is a body set up to work with the Board of Directors of Youth Work Ireland Tipperary to support the development of the organisation, and to ensure that youth participation is a key element of our work. The Junior Board of Management will have a maximum of 15 members, and a minimum of 10 members. Members must be active members of some element of Youth Work Ireland Tipperary. Appointment to the Junior Board will be through a nomination procedure, and members are required to meet the CEO prior to joining the Junior Board of Management. Members must be between 13 and 18 years old. Every effort will be made to ensure a wide geographical spread of membership. In 2018, the JBOM particularly focused on two strategic areas of work – development education and international youth work, developing peer educational tools ‘What Use is My Mobile Phone?’ ‘What Gender Means’ and the ‘SDGs and Me’ and completing a youth exchange with our Greek partners.



HR SUB COMMITTEE

The HR Subcommittee works with the CEO and has oversight on Human Resource issues within the organisation, as well as oversight with regards to Child Protection, recruitment and organisational development. In 2018 the HR subcommittee met 8 times, normally after the monthly Board meeting.

Membership:

- Paul Keating
- Darren Ryan
- Ashling Sheehan Boyle
- Declan Burgess

INCOME GENERATION SUB COMMITTEE

This subcommittee was newly established at the end of 2018 at the request of the Board. The subcommittee will focus on opportunities to generate income for the organisation with a view to supporting additional initiatives and innovative developments in areas that meet our primary aims and objectives.

RURAL CLUBS PANEL

Rural Outreach held four panel meetings in 2018, two in North Tipperary and two in South Tipperary. Agendas at the panel meetings included new funding available throughout the year, the junior and senior soccer blitzes, a junior summer trip and the re- introduction of the Variety Show.

GOVERNANCE

The Board of Youth Work Ireland Tipperary provides strategic leadership. At all times, the mission, vision and core value of Youth Work Ireland Tipperary will inform the Board in its leadership. The principal responsibility of the Board is always governance. Because Youth Work Ireland Tipperary employs staff to work at both operational levels and at management role, boundaries exist between governance, management and operations. The Board provides parameters for the work of the CEO, who then takes decisions and act within those parameters.

Youth Work Ireland Tipperary complies with “The Governance Code”, and as such reports on it monthly, as well as reviews the code annually, to ensure continued compliance.

Youth Work Ireland Tipperary holds a Gold Standard in Health Promotion which was renewed in 2018 which ensures that we are a health promoting organisation with the health of our young people, staff, volunteers and communities paramount in everything that we do.



Company Details *Continued*

Youth Work Ireland Tipperary is a signatory to the Dochas Code of Conduct on Images and Messages. The Code offers a set of guiding principles that can assist practitioners in their efforts to communicate their organisation's programmes and values in a coherent and balanced way.

Youth Work Ireland Tipperary are also signed up to the Fundraising Code, and committed in 2018 to being a Children's Rights Aware Organisation with the Ombudsman for Children. Youth Work Ireland Tipperary, through its TYSF and Special Projects for Youth and Youth Information Project, funded by DCYA, also participates annually in the NQSF (National Quality Standards Framework) as well as supporting its volunteer led clubs to participate in the NQSFVLYG, national quality standard framework for volunteer lead youth groups

RISK MANAGEMENT

This section is based on the Youth Work Ireland Tipperary Risk Assessment Document (Risk Register). This Risk Assessment has been formulated by the Board and reviewed regularly.

FINANCE:

Key Risks:

- Reduction or loss of funding
- Changes in funders/ funding bodies/ funding streams
- Pressures on financial management and cash flow

Plans for mitigating these risks centre around continuing to work with funders to monitor funding and requirements, and future plans. YWI Tipperary also continually applies for additional funding particularly around programmes and new funding streams that are relevant to the needs of our young people. We have strict financial management reporting procedures to the Board of YWI Tipperary and follow an annual budget and cash flow forecast. We are also working with funders to ensure that funding is released to us in a timely manner.

Compliance Key Risks:

- Safeguarding and Vetting not adequately complied with
- Safeguarding reporting not adequately delivered
- Non-compliance with policies at operational level

All staff and volunteers are fully vetted and trained in safeguarding and there are clear safeguarding procedures and guidelines in place that all staff are aware of and supported to follow. YWI Tipperary nurtures an environment of safeguarding and support. YWI Tipperary has a comprehensive suite of policies and all staff are trained in and have access to these policies.

HR Key Risks:

- Staffing levels not adequate
- Staff team not operating at full productivity thus impacting on organisational output
- Staff team not having the skills or capacity to support organisational output

Key to addressing this risk is ensuring effective use and value for money, ensuring that staff are invested in and supported to develop their skills and capacity to deliver on projects. Staff are given clear workplans with targets and expected outcomes and are supported to deliver on these workplans. In addition, staff are recruited at a particular level of skill and experience and supported to develop those skills through a comprehensive staff training calendar.

Operational Key Risks:

- Poor delivery of practice endangering, safety of young people, our reputation, our funding
 - Poor delivery of practice due to lack of health and safety focus
 - Exposure of organisation to liability from accidents/ incidents
- All staff and volunteers receive on-going training and support around practice, and such practice is monitored by senior staff. Peer support in 2018 further enhanced practice delivery, with a pilot ‘lead staff’ structure put in place. Health and safety is a key focus of the staff and in 2018 a health and safety officer undertook an organisation wide review of H&S. YWI Tipperary is fully insured and has a comprehensive accident/ incident policy and procedure.

Strategic Business Key Risks:

- Resources not available to support quality delivery and development of practice
- Over-reliance on senior staff and not planning for succession/ unforeseen leaving

YWI Tipperary is constantly looking for new sources of funding, and place a major focus on compliance with existing sources, including development of practice in order to continue to receive funding. In 2018 the Income Generation Subcommittee was initiated to support this area.

Governance Key Risks:

- Governance Standards not complied with thus leading to poor governance and lack of transparency
- Policies and procedures not robust enough leaving the organisation open to liability

YWI Tipperary comply with the Governance Code as well as individual funder requirements. YWI Tipperary have fully committed to SORP. Policies and procedures are continually reviewed and updated and communicated to staff and board.

External Key Risks:

- Low recognition levels of organisation at local, national and international
- Loss of control of our standards and expectations of delivery when involved in partnership
- Funding decisions made within the sector that will impact local service delivery
- Delays in Garda vetting

We have invested in the YWI Brand in order to address this risk, which includes communicating clearly to partners what we deliver and expect of other partners when working together. Where possible and appropriate SLAs or memoranda of understanding are drawn up, steering groups will be in place and lines of communication between partners are open and clear. Garda vetting delays can be mitigated to a limited extent by making sure our own garda vetting procedures are efficient.

One of the key risks to the organisation is that of external funding decision in the sector that will limit delivery. This is addressed through constant communication between YWI Tipperary and policy makers, national organisations including YWI and every attempt to promote and shape policy at a national level, including making presentations, communication with politicians and input into the sector.

Safeguarding and Vetting

Company Details Continued

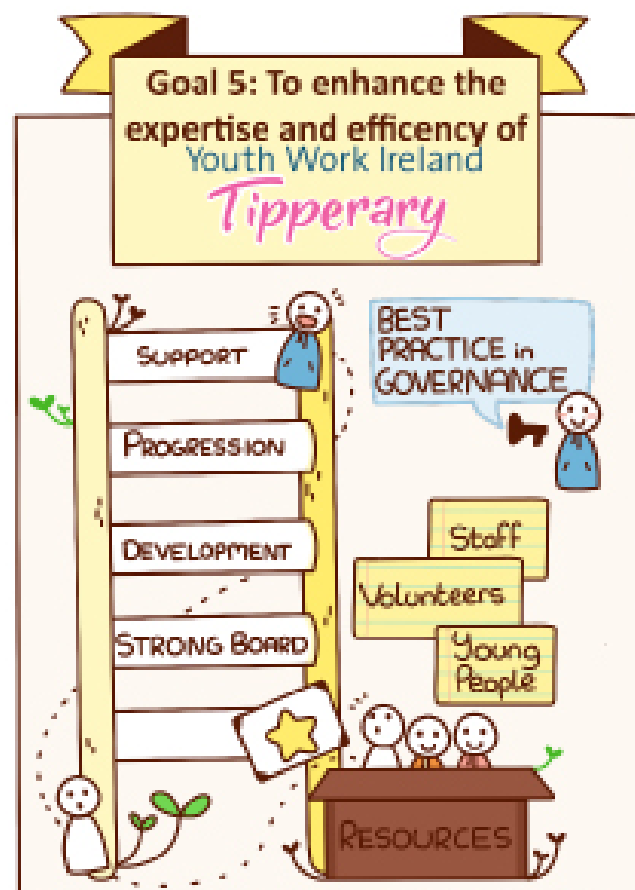
Youth Work Ireland Tipperary recognises that one of our key responsibilities is the safety of our young people, staff and volunteers, and to this end have a comprehensive Child Protection Policy, based on Children First 2011. All staff and volunteers are trained and vetted and follow best practice recruitment policies and procedures. During 2018 we enacted the requirements of Children First: National Guidance for the Protection and Welfare of Children 2017. Youth Work Ireland Tipperary fully complies with vetting requirements through Youth Work Ireland.

Reserves

Youth Work Ireland Tipperary do not hold social investments and grant making does not form a material part of our charitable activities.

MEMBERSHIP OF YOUTH WORK IRELAND

Youth Work Ireland is a federation of 22 Local Member Youth Services and a national office. Youth Work Ireland supports members to deliver an **Integrated Youth Services Model** to young people in their communities. This means that young people around Ireland can avail of a whole range of services and supports if and when they need them. Our membership of Youth Work Ireland means that we are committed to delivering this Integrated Youth Services Model, and as such, our practices and procedures aim to reflect the principles of this model in a local context. We have signed up to Youth Work Ireland's membership charter.



Youth Work Ireland Tipperary Strategic Plan
2014 – 2020

OBJECTIVES AND ACTIVITIES OF YOUTH WORK IRELAND TIPPERARY

Purpose of Youth Work Ireland Tipperary

Our Vision (where we want to be): Youth Work Ireland Tipperary's vision is of a world full of possibilities for all young people

Our Mission and Objective (the journey to getting there): To work through a rights-based, youth-led approach to foster learning, innovation, hope and high expectations in young people, their families and their community.

Our goals and objectives are based on our five year strategic plan 2015 – 2020.

Youth Work Ireland Tipperary has a strategic plan and works towards its achievement with regular reviews and reporting to the Board of Management. Outcomes with reference to our strategic goals along with actions planned and undertaken are also the focus of this report. Our charitable achievements are in line with our goals as set out above and further our legal purpose as they are in agreement with our objectives as set out in the Constitution of Youth Work Ireland Tipperary.

Our five key goals:

1. To support and nurture young people, their talents, skills and experiences
2. To provide a comprehensive service to young people and their families
3. To enable more people to experience youthwork
4. To develop our relationships with the community, stakeholders and partners
5. To enhance the expertise and efficiency of Youth Work Ireland Tipperary

For our full value statement go to

<http://youthworktipperary.ie/wp-content/uploads/2016/05/Doc-4-Youth-Work-Ireland-Tipperary-Vision-mission-values-and-principles-FINAL.docx.pdf>.

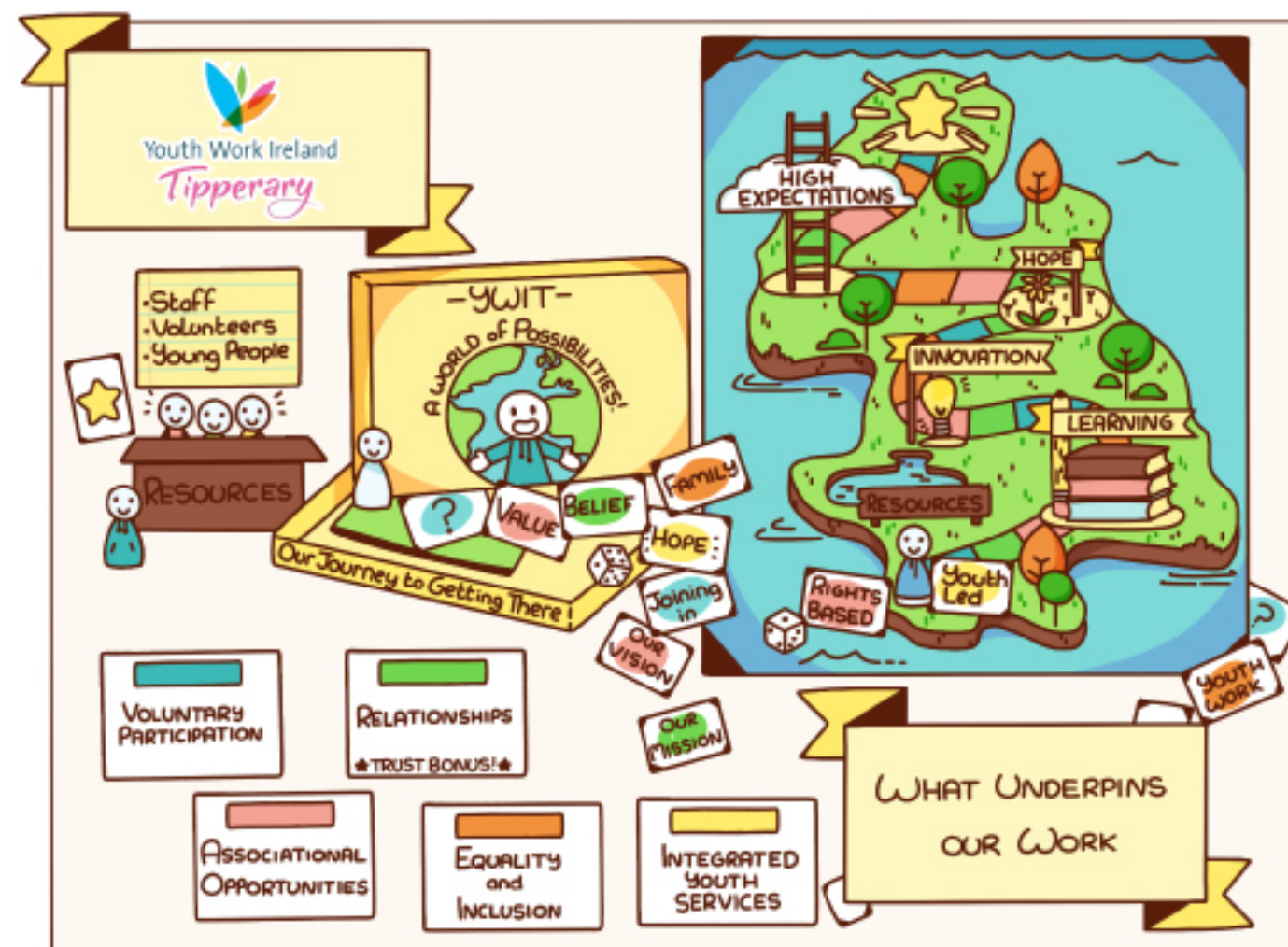
Main Activities Undertaken

- Creation of possibilities for young people, their families and their communities.
- We deliver a volunteer-led organisation promoting a progressive youth culture.
- We deliver a fully inclusive and responsive youth service, representative of the local community.
- We promote and support the development of youth participation both within and external to Youth Work Ireland Tipperary.
- We enhance and promote the capacity of the community youth sector to deliver meaningful services for young people through innovative project development.
- We assist young people to develop leadership and self-confidence, and to actively support them in realising participative governance.
- We assist and support the development of policy positions on issues impacting upon and relevant to young people, the youth sector, and the youth affairs field and provide policy advice and perspectives to governments and the broader community.

Criteria for measuring success in 2018 – How do we know we've succeeded?

We measure success primarily through our reporting and measuring tools employed by Youth Work Ireland Tipperary. We have an organisational action plan, and each core project then has an annual workplan, which is reported on monthly

Company Details Continued



as well as annually. Each goal and action in the organisational action plan has an identified key performance indicator of what we will measure and identified means of verification. Some key performance indicators measured include:

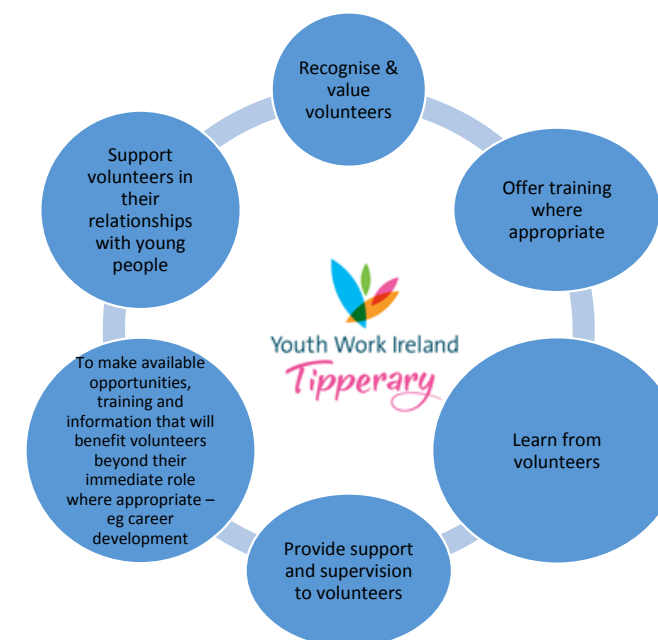
- Contacts
- Participants
- Recorded outcomes (linked to strategic plan, BOBF outcomes, 7 proximal outcomes, individual funder requirements)

VOLUNTEER CONTRIBUTION TO YOUTH WORK IRELAND TIPPERARY

Youth Work Ireland Tipperary is a voluntary organisation – that means that we were founded by volunteers, are led by a voluntary board of management and have volunteers working in all aspects of the organisation, from youth information to our clubs, and through a range of activities in between. Our volunteers work in partnership with our young people and staff, and are essential in supporting us to realise our strategic aims – all of which centre on providing a quality service to young people around our region.



What volunteers can expect of us



Company Details *Continued*

Volunteering Opportunity	Summary description
Youth Project Leader	Working with young people through a youth project on an ongoing basis - usually a set time / role each week for a specified number of weeks.
Youth Club Leader	Acting as a youth leader in a volunteer led youth club - usually a set number of nights each month, and sometimes with additional committee membership - often such volunteers work in their own local community
Cafe Worker	Helping to run a drop in session in one of our three cafes
Volunteer Trainer	Delivering or contributing to the delivery of training to other volunteers
Programme Contributor	Bringing specialist skills to a programme being delivered to a youth group e.g. Career guidance
Activity Contributor	Bringing specialist skills to an activity being delivered e.g. refereeing a soccer tournament
Information Support Worker	Supporting work and information provision in one of our youth information offices
Board Member	Supporting the direction and governance of Youth Work Ireland Tipperary
Committee Member	Supporting the direction and governance of a project/club / activity
Administration	Helping with the running of our offices
Fundraising	Supporting fundraising activities for our projects

There are six main town hubs in the region; Thurles, Cashel, Templemore, Tipperary Town, Fethard and Killenaule. Each of the main towns operates a number of specific youth initiatives and projects. In addition, the organisation operates a range of rural outreach services including rural volunteer led youth clubs in the smaller villages and communities of the region. A Youth Information Service is provided in Thurles and Tipperary with outreach points in Cashel and Templemore as well as schools and community groups.



Our Achievements and Performance

Funder Name	Administering Body	Type of Project	Name of all Projects	2018 participants
DCYA - YAU	CDYSB/ETB	SPY (Special Projects for Youth)	Tipperary Youth Project	93
			North Tipperary Traveller Project	112
			Rural Outreach	
			Templemore/ Thurles YP	114
		TYSF	Fethard Killenaule	98
IYJS	Youth Work Ireland	Garda Diversion	TAR Project	19
DCYA	DCYA	Comhairle na nÓg	Tipperary Comhairle na nOg	40
		CNN		154
	TUSLA	Family Support Project	More Family Support Project	170
		Neighbourhood Youth Project	Cashel NYP	157
Leargas	Leargas	EVS		3
	LEARGAS	Exchange	JBOM/ Greece	32
	LEARGAS	Seminar	Restorative Justice/ Gaming	40
	ETB	Youth Employment	ALP	4
	Pobal	Youth Employment	QCBI	19
Pobal	Pobal/ DSP	Youth Employment		12
		Virtual Youth KA2 ERASMUS +	Virtual youth	120
DSP	DSP	Youth Employment	2020 Activation Project	29
HSE	HSE	Community Drugs Project	Mid Tipperary Drugs Initiative	34 individuals, 15 families
HSE/ TUSLA			South Tipperary Family Therapy/ OST project	56
Irish Aid	Irish Aid	Development Education	GLOCAL	180
		Youth Participation	Junior Board	11
	Belong2	LGBT Support	Outstanding and Allies	19
Rural clubs	CDYSB/ETB			537 yp 75 vounteers
YIC				Queries: 2111 Outreach and Training: 2079

Company Details *Continued*

Goal	Objective	Outcomes for young people/Org	Achievements 2018
1. To support and nurture young people, their talents, skills and experiences (Youth Engagement and Development)	1.1 To achieve a balanced range of service delivery so that a broad range of young people are attracted to take part.	Young people know that they can come to YWI Tipperary and be a part of it	For 2018 we had 6 Youth Centres, 6 drop in spaces, at least 8 groups per project, space for individual work within each project, space for family and a full menu of club work.
		Young people's social and personal development is enhanced	Each project delivered a balanced programme of youth work that is directly linked to the Ottawa Charter. The renewal of YWI Tipperary Gold Standard in Health Promotion was achieved in 2018.
		Young people will experience a diverse and inclusive Youthwork environment	The SDGs have become a key component of project workplans. Staff have received training on a number of internally developed resources. Two new projects supporting young people with disabilities were initiated in 2018.
		Funders and the general community are confident that YWI Tipperary is delivering a high quality and balanced programme of youth work	Project workplan reviews were completed in June and December 2018. A range of programmes and initiatives were developed and delivered including Youth Mental Health: Snow White developed further. Youth Employment: 2020 completed in 2018, but the Youth Employment ABILITY programme initiated. We continue to support the BRS Social Farming Model in Doon Co. Limerick. International Youth Work initiatives such as Virtual Youth completed in 2018 and Activ8, Cre8, Music is Key and Glocal II were all delivered.
	1.2 To support young people to experience new things.	Young people will have positive developmental experiences and memories that they may not otherwise have gotten	Two international seminars were completed, Virtual Youth Work project completed with 2 staff achieving Masters, 3 EVS completed. The JBOM completed a youth exchange to Greece, and a group of young people travelled to Brussels in March and we hosted 2 EVS workers in the organisation. Young people from 4 projects travelled to Belfast for the Summer Trip and 12 national travel opportunities have been completed
		Young people will be able to clearly recognise what they have achieved and experienced during their time with YWI Tipperary	Each project made at least three external applications in 2018. Applications included LEADER, National Lottery, DCYA project augmentation, MWRDATF, Tipperary County Council
		YWI Tipperary will be able to access additional resources and support to provide a broad ranging service to young people	We accessed additional supports from Tipperary County Council, LEADER, CYPSC and DCYA for supports to young people who are LGBTI, to deliver a range of training programmes and to support initiatives such as the Syrian Homework Club
	1.3 To ensure that young people are involved in the design and delivery of our service.	YWI Tipperary will have a meaningful input by young people across the region ensuring that the organisation continues to directly engage with young people, who in turn have ownership of YWI Tipperary	2 FLIP training programmes were delivered in 2018 to 15 young people YWI Tipperary JBOM operated throughout 2018. All youth projects have or were working toward a youth committee in 2018.
		Young people are pro-actively contributing to their community in a positive and respected way.	Participation structures included YWI Tipperary Junior Board of Management, 3 designated seats on YWI Tipperary Board of Directors, 4 youth project/ café committees. JBOM met 15 times in 2018, 3 people under 25 sitting on Board of Directors, Comhairle na nOg, 1 young person on YWI National Board
		YWI Tipperary will be recognised both by its members, their families and by our partners as being vehicles for change by young people	
		YWI Tipperary will have been able to capture and build on the skills that young people bring to us and apply them to the development of the organisation	

Christmas Fair 2018 - Templemore YP

The Christmas Fair in Templemore Youth Project on Saturday the 15th of December 2018 was a real success and empowered the young people to raise money for a cause close to their hearts: Suir Haven. Not only did they go beyond expectations with the variety of stalls but they also raised a significant amount of money with over €400 going to Suir Haven, and some benefits left to the project. On the day were stalls with arts and crafts made by Juniors, the CD written and recorded by the Junior Music Group, a baking corner (Thank You to all who contributed to this!), hot chocolate, the special creative production of youth member Jonah Ryan, and the unique drawings created by Laura Fogarty and Elaine Tierney. And on top of all this three lucky winners went home with hampers and other prizes and Santa made an appearance for two hours!



Thurles Four Estates Senior Mix group

Thurles Youth project re-opened the Community House in the 4estates community in November 2018 to accommodate the needs of the young people in this area. Since its re-opening a group of seniors between the ages of 15 and 19 have been attending consistently. Through engaging in the project, members were able to access support to upskill, develop personal and social skills and prepare for employment such as CV prep, interview skills, driver theory, etc. In addition, with the support from local agencies and schools support has been given for early school leavers to resume education and gain additional support in the project working towards re-engagement in education. From engaging in a range of activities and receiving individual support these young people have made positive life decisions.



Cashel NYP



In 2018 Cashel Neighbourhood Youth Project would like to highlight our older Senior members and all they achieved during the year. They kick started 2018 with a community focus as they worked together to build a 10 foot Robot to represent CNYP in the Cashel St. Patrick's Day parade. A number of

them took part in a detailed interview for the Voices Radio Series with Tipperary Mid-West Radio Station. The Senior's also tried Geocaching, looked at group work topics such as Gender Equality, school and exam related stress and anxiety, healthy

eating, budgeting, What's the Photo Story and helping with delivering Snow White and Seven Mental Health Helpers programme with 108 young people in 5th and 6th Class in Cashel. 3 of the group attended Future Leader Induction Programme training in October. Towards the end of the year

they focused on creating handmade Colouring In Play Packs for Children who would be in hospital over Christmas in partnership with Children in Hospital Ireland

North Tipp Traveller Youth Project

Throughout October and November we delivered the "What USE is my Mobile Phone" programme to our Littleton Senior girls group. This programme is part of the Development Education curriculum within Youth Work Ireland Tipperary and looks specifically at the issue of Migration, one of the biggest global issues in recent years. It also deals with other global issues such as inequality, conflict, injustice, poverty, child labour, climate change and introduces the concept of Sustainable Development Goals. The programme was designed and shaped in collaboration with young people. The programme entails 7 sessions but is flexible enough that each session can be a stand-alone piece. Activities include walking debates, quizzes, facilitated discussions and role play. These activities can be tailored to suit groups of young people dependent on age.



GLOCAL



As part of Youth Work Ireland Tipperary commitment to Sustainable Development Goals (SDG) and our Glocal in 2018, the Cashel NYP's Gaming Group looked at the design and concept of multiple board games, such as Snakes and Ladders, Trivial Pursuit, Monopoly etc. to create and design YWIT's very own 'SDG & Me' Board Game. The game which has been played in multiple youth projects across YWIT to date aims to raise awareness and deep understanding that there are a collection of 17 Global Goals which are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. Plus the YWIT Junior Board of Management looked specifically at Goal 5: Gender Equality, which aims to achieve gender equality and empower all women and girls. They designed and ran a 'What Gender Means?' Workshop which looked at Gender Equality in Ireland and the experience of other young people globally from 10 countries around the globe, such as Mexico, Sweden and Rwanda.

Brussels Exchange

Erasmus plus funded Youth Exchange as part of the Virtual Youth Work Project where we had 10 young people from Cashel Neighbourhood Youth Project travel to Brussels for 5 full action packed days with other young people from Greece, England and Scotland. The 5 days gave the young people the opportunity to come together and explore Brussels through a mixed team photo challenge, a detailed tour and workshop in the European Commission and Parliament and also time to take on an Escape Room challenge. This project utilised the technical power and the interest young people have in online gaming to bring young people together from three different countries in order to collaborate and develop skills and an understanding of their environments. The initial task was to create the game using the plan New Town model in a paper form and then eventually in an online environment.

Goal	Objective	Outcomes for young people/Org	Achievements 2018
2. To provide a comprehensive service to young people and their families (Service Provision)	2.1 To support young people to access information, education/employment skills and opportunities	Young people have the opportunity to make positive choices in terms of their future work lives	Progression in 2018 for participants on the 20:20 programme: 25 participants actively engaged in the 20:20 work/training programme. 20:20 finished up after 3 programmes in June 2018. ABILITY was initiated in September 2018 funded by the DSP with a remit to work with young people who are unemployed who have disabilities. 3DIT was also initiated in September 2018 working with young people on the Autism Spectrum to support them in development employment skills.
		Young people will have information, skills and confidence when making choices about work and education	Two youth information centres were open five days per week, and delivered 4 career workshops in 2018. The CEO was a member of the Board of the Doon Social Farm Project.
		Young people will be supported to remain in engagement in education/training employment in order to enhance employability and improved well being	An initiative in Fethard was successful in placing 4 young people in pre-apprenticeships with Coolmore. The TAR Youth Diversion Project worked with 4 young people in 2018 supporting them in development of employment skills.
		YWI Tipperary will be supporting the development of a pool of young people available for employment in the county	We worked with 5 EVS participants in 2018, sending 2 and hosting 3. YIC took part in European Week, through Eurodesk. One participant sent to SALTO training programme
	2.2 To provide targeted supports in areas identified as priority needs for young people, their families and the community	YWI Tipperary is part of a planned support mechanism for young people so that resources are used effectively and we are recognised as key partners in support work for young people in the county	All projects have three programmes named in annual workplans and is progressing through them. Youth work programmes that are recognised as being 'at risk' areas for young people are delivered on a consistent basis across the service in the areas of - mental health, bullying, sexual health, alcohol and substance misuse, anti-social behaviours. We were successful in applying for the Creating Community Alternatives initiative for South Tipperary for TUSLA, working with two young people in residential care.
		By working with families as well as the young people themselves the opportunities will be there to effect real change in their lives	One to one work with targeted young people and their families is facilitated, supported and nurtured throughout the organisation. Templemore FSP, Cashel NYP and TAR participated in the Meitheal model driven by TUSLA in 2018.
		Young people with higher levels of need are supported to access particular supports at particular times that will keep them safe and secure	Work is ongoing to continue to advocate for Jigsaw for the County and YWI Tipperary are leading this initiative with the ETB, County Council and TUSLA.
		YWI Tipperary can identify trends in youth work needs and work to put supports and advocate for services in a timely manner	YWI Tipperary's Gold Standard Health Promotion Mark was renewed in early 2018. Multi-media technology programme, Gaming in Youth Work, Glocal integration programmes What Use is my Phone, What does Gender mean, SDGs and Me and What's the Photo Story were developed and delivered in 2018.
		Young people are active and healthy; achieve emotional, physical and mental wellbeing through their voluntary participation.	Programmes in 2018: Snow White and the 7Mental Health Helpers Activ8, CRE8, Music is Key are key programmes in this area.

and some of the organization's staff, moving our head left and right trying to catch up with the conversation, which was fast. Very f-a-s-t.

The following days were much easier. We got all the help needed from everyone. In a very short time we were part of every youth centre, becoming better in our job, considering ourselves as locals. All of the staff were extremely willing to teach us how to do things right, we were taking part in the excursions and the rest of activities. And there is more... We learned a lot of Irish history and peculiarities, visited almost every part of the island, seeing some of the most beautiful landscapes and meeting probably the kindest people of Europe.

Being away a couple of months and I still feel part of the Organization. Everything was even better than I could wish for. A big thank you to the whole Youth Work Ireland Tipperary team for everything and a bigger thank you to Mr. Donal Kelly - our mentor- and Ms. Cate O'Connor for their help.



TAR GYDP Work To Learn 2018

The TAR Project was lucky to be one of the GYDP projects selected to receive funding for the Work to Learn Programme in 2018. This allowed for the workers to offer 4 young people the opportunity to acquire a work placement and to be paid. The young people were very excited to be given this opportunity. The young people secured employment in local businesses within areas they were interested in pursuing a career in. They found the experience to be of huge benefit to them and really appreciated the opportunity to take part. The programme has been an asset to the young people on the project with one participant now working towards finishing his Leaving Cert next year and looking at Veterinary Nursing as a career since his placement. The programme has also allowed for the workers to form solid relationships with the young people that participated on it and has also created greater enthusiasm for working among peers. We are delighted to have secured funding for 2019 to roll out this scheme again.



EVS Participant Koupi's take on us! Erasmus plus funded EVS: Across Europe II

What about leaving everything and going to a whole new place to live? That is what we call EVS. Going somewhere, knowing no one and starting a new life. I just took the decision to go for an EVS following loads of youth exchanges and training courses, with no expectations, praying to God that I would have at least a place to sleep peacefully and the 6 months will be just bearable but I could still travel and meet new people.

This is how Youth Work Ireland Tipperary came into my life. A direct morning flight from Athens to Dublin – 4 hours of sleep, a mini train route and there you are. Irish people everywhere, a new place to live, and the best summertime in Ireland of the last 50 years. Sounds optimistic.

The first days are always the funniest to talk about. You don't know what to expect, you are moving around, meeting new people, acting as a weirdo, staying quiet, trying to co-op with a bunch of new information. I can still remember me at the flight saying "at least we know English" to the 2nd Greek EVSer. And then the 1st day came. Standing between our Mentor

Strengthening Families

The Strengthening Families Programme is a 14 week family skills training programme co-facilitated by Sara Leahy, the Family Support Worker with the MORE Family Support Project. The Programme is designed to encourage parents and their teens (aged 12-16) to develop better communication skills leading to more positive relationships within families while also having fun in the process.

Barriers to participation are reduced by the provision of transport, childcare and a meal where families sit and eat together. After dinner, Parents meet in one room and focus on topics such as Giving Attention, Use of Rewards, Limit Setting etc. Teens gather in another room and discuss themes such as Understanding Feelings, Problem Solving, Resisting Peer Pressure etc. Both groups are then brought together where the main points of that evening's topic are reinforced and the families are given some home practice. Benefits include increased family quality time and improved parenting skills and family relationships.

2018 GARDA Awards

Cashel Neighbourhood Youth Project is so proud of Aaron Ryan Gibson who was awarded the Tipperary Garda Youth Individual Award for 2018. Aaron received this award due to his dedication as a member of Youth Work Ireland Tipperary – Cashel Neighbourhood Youth Project. Aaron assists with Junior groups every week as well as being in his own Senior group. Aaron always lends a hand and goes the extra mile to help people. Aaron really enjoys helping others and this is evident in the way he treats everyone with respect and always has time for people from all backgrounds and abilities. Aaron has also been an active member of YWI Tipperary Junior Board of Management since 2017. He was involved in the creation of two youth development educational resources 'What Use is Your Mobile Phone' and 'What Gender Means?'. In 2018 Aaron was nominated for Comhairle Na nOg to represent Cashel.



The Tipperary Town Youth Project and Tar Project are very proud of our Senior Girls Group who recently received the Tipperary Garda Youth Award. The girls won in their category the Group Award for their production of a booklet aimed at their younger peers to empower and support younger girls on their journey to puberty. This resource is called "Puberty, A Period Full of Changes". The girls worked tirelessly over 12 weeks to ensure that this booklet gave not only practical information on what would happen to their bodies but also tips to ensure confidence and normalize this change. The girls worked together to ensure that they gave relevant information based on fact and also on their own experiences. The Youth Project and Tar Project would like to thank the girls for developing the resource and thank particularly the HSE National Lottery Grants for supplying the funding for this. A copy of this publication is available in the Youth Centre in Tipperary Town or contact us by phone 062 52604.

The Senior Girls Group is made up of:

Megan Prenderville, Chloe Wills, Shauna Murphy, Eva O'Halloran, Valerie Morey, Faye Walsh, Chloe McEniry, Sharon Roche, Savanna Randall, Megan Carey. Well done girls!

IYMA's 2018



2018 was a great music year in the Tipp Youth Project. The selection night for the Irish Youth Music Awards took place in Fethard Youth Project. Clonmel group, Third Wheel were selected to represent Tipperary in the IYMA's final in Croke Park. Tipp town group, Homemade Jam were voted best song. So, Third Wheel would sing their original song and Homemade Jam's "Girl Alone". Two fantastic songs! Before they would make it to the live stage in Croke Park the two groups were joined by Uke Box and performed an amazing prep gig in Ballykisteen Hotel. They were supported by Sean Feary, who was the IYMA groups mentor. Local professional musician's Elko Beckers and James Darcy took to the stage with the young groups.

On the day of the finals, Third Wheel, received a great reaction from the audience. Shauna Frewen, who wrote, Girl Alone, performed on the busking stage in Croke Park. The group Homemade Jam had the opportunity to professionally record their song in Gaff Studios in New Inn.

Puberty – A Period full of Changes

This year Tipp Youth Project's senior girls group; Shauna, Chloe Mc, Chloe Wills, Savannah, Ciara-Mai, Megan, Eva, Faye, Sharon decided to publish a booklet that will give their younger peers the information they need around puberty. They also wanted young girls to realise the opportunities that are open to them; that they can grow up to be amazing women. They decided to look at puberty as many of the girls didn't have access to this same information when they were going through this difficult phase. The group researched online and among their peers the questions/issues they felt were needed to be addressed. The booklet includes a section on "how does it feel having your period?" and another featuring tips on how to make it easier to cope. The booklet has a section on relationships and details the good versus bad aspects of relationships. The girls felt it was important to highlight the fact that all women, no matter who they are, have periods (It's natural!). They have included a page on famous Irish women and the booklet also finishes with a page of inspirational quotes from inspirational women. They include their own quote "If you ever feel less important than a man think of the one thing a woman can do that a man can't!"



"Clean on the Green"



In December 2018 the Mid Tipp Drugs initiative in association with the Clonmel and Suir Valley Community Based Drugs Initiatives ran a seminar entitled "Clean on the Green", which focused on sports and the effects of substance misuse on the mind, body and soul. The concept Clean on the Green was developed by a young person from the Fethard Youth Project. In attendance on the day were over 140 young people from the Central Technical Institute Clonmel, Coláiste Chluain Meala, The High School Clonmel, Rockwell College and the Patrician Presentation Secondary School

in Fethard. Throughout the day the young people heard talks from a variety of speakers on topics such as the effects of substance misuse on the family, the importance of sports nutrition, doping in sport, mental health, gambling and alcohol. Some of the speakers on the day were All Ireland winning Kilkenny All Star hurler Michael Fennelly, Siobhán Leonard the Anti-Doping Manager for Sport Ireland, All Ireland winning Cork Camogie star Ashling Thompson, champion jockey Johnny Murtagh and local soccer team manager Brian "Boca" Gleeson. Each speaker brought either a personal or professional aspect to their presentation. Entertainment on the day was provided by "The Two Johnnies" comedy act. The seminar was very positively received by the young people and it is envisaged that a similar type seminar with a different focus will be run in 2019.

OST (Opiate Substitution Treatment) Clinic Outreach Worker

In April 2018, funding was allocated to Youth Work Ireland Tipperary to extend the Youth and Family Intervention Project to a full-time post to facilitate the creation of a third methadone clinic in South Tipperary. At the time, the two existing clinics were operating at capacity with 14 people waiting on methadone commencement.

The clinic opened in May 2018 and by the end of the year 17 people were attending on a weekly basis. The project is based within the HSE Substance Misuse Service in Clonmel, however supports outside clinic times are offered to all clients with weekly satellite clinics established in Tipperary, Cashel and Fethard, while outreach services to Cahir, Killenaule and Carrick-on-Suir are offered where necessary.

All clients are offered key-working individual sessions as well as harm reduction information and access to the needle exchange service. In December the project worker, in conjunction with the Substance Misuse Service team, proactively targeted all clients to ensure that each client was offered Naloxone (overdose reversal medication) and received training in its use.

Due to the often chaotic nature of the clients who attend the OST clinic, the project worker worked closely with all relevant agencies to support the client to reach their goals, e.g. Probation, Social Work, Cuan Saor, CBDIs, local employment initiatives.

Rural Outreach Project – Greek Exchange



Rural Outreach was delighted to be able take part in an Erasmus plus exchange in 2018 with 11 young people who sit on the Junior Board of Management. Our theme for the exchange was the United Nations Convention on the rights of the child. We travelled to Greece for the first leg of the exchange where we were greeted by the lovely leaders and young people from the Active Youths youth organisation in Florina. A typical day consisted of the young people from Ireland and Greece taking part in workshops based around the UNCRC. One of the most memorable moments from Greece was when we took a bus trip to a bear sanctuary where we got up close with some brown bears. After this we had a traditional Greek dish of wild boar in a restaurant nestled in the countryside with stunning views of the mountains. A few weeks later it was the turn of the Irish to host the Greeks. While in Ireland the Greek young people along with their leaders got to experience an all-Ireland hurling match, take a boat trip around the Cliffs of Moher and experience some traditional Irish food like bacon and cabbage and Tayto crisps.

Goal	Objective	Outcomes for young people/Org	Achievements 2018
3 To enable more people to experience youthwork (Expansion)	3.1 To respond to the geography of TRYS by supporting the continued development of youth clubs and services that take the rural nature of the county into account.	Young people in smaller communities have access to youth work which in turn will provide them with a range of opportunities	Activ8 rolled out over the summer. OUTstanding ran throughout the county for 2018.
		Young people will have a safe, enjoyable and useful experience through experienced and confident volunteers	100% of new club volunteers were vetted and references checked. Ongoing - volunteer induction training has taken place with 14 volunteers
		Resources can be used more effectively by engaging and supporting volunteer leaders in communities that we cannot reach	10 clubs supported and established. Ongoing - committee skills, RealU training, drugs awareness training, youth mental health training basic first aid training were all delivered.
		Our volunteers are trained, retained and of a high standard	20 volunteers have received training. All clubs were supported to participate in NQSF. 9 clubs received the ETB club capital grant
		Young people are heard and responded to	Ongoing - all projects are engaging with external programmes as documented in monthly reports. OUTstanding club meetings monthly with 19 members and attendance at 5 national events. CEO has become involved in a DCYA youth participation pilot.
	3.2 To support the development of youth work practice	Youth Work continues to change with the interests and needs of young people	Year 3 of Virtual Youth Work programme was delivered in 2018
		Youth work is recognised as an important part of the development of our children	YWI Tipperary JBOM presented SDGs and Me, and What use is my Phone in youth work in development
	3.3 To increase public awareness and access to youth work	YWI Tipperary develops and refines youth work delivery so that young people are engaged and we have a healthy youth membership	Gaming in Youthwork and Development Education are the two programmes that are ongoing works in development
		YWI Tipperary can clearly communicate the services and programmes it delivers	Each of our key towns has a youth centre that operates through the YWI integrated service model
		Communities in Tipperary will understand and support what YWI Tipperary is doing	Each project has a Facebook page. YWI Tipperary website updated monthly. We have Twitter, Instagram and Snapchat accounts.
		Young people throughout the county have access to opportunities to support their social and personal development	6 youth centres in Tipperary, 5 county projects

Rural Outreach Project – Greek Exchange



The group had a busy year in 2018. Children and Young People's Services Committee (CYPSC), commissioned a report; Needs Analysis of young people identifying as LGBT+ in Co Tipperary, Ireland, which was launched on Thursday 31st January. The report was overseen by Youth Work Ireland, Tipperary (YWIT) and consulted young people in Roscrea, Thurles, Carrick on Suir, Clonmel, Cashel and Tipperary Town identifying the needs of Lesbian, Gay, Bisexual, Transgender + young people. We, as a country have come a long way and in a surprisingly short space of time in relation to supporting this group of people. In 1993, that's 26 years ago, homosexuality was decriminalised. Yes, it was illegal to be gay! Speed up to 2015 and we as a collective society voted to open marriage to the LGBT+ community. In doing that, we said love is love.

As a youth worker with YWIT, I have been working with LGBT+ young people for eleven years now and while there have been some changes on a wider societal level a lot is still the same. For example, 12 years of age is the most common age that a person discovers their sexual orientation. Ten years ago that young person might wait until age 17 to come out – to tell other people. That's up to five years living with this secret. It is a very stressful time to say the least. Today, that young person might come out at 16, so there are still feelings of fear and anxiety around telling people. According to the report; in order to feel safe young people need; visibility of others, role models, flags, posters that gives the message, yes we are LGBT+ this possible. The report also consulted Allies. Allies are people who support equal rights and gender equality. While some of us can't see the wood for the trees, it is good to get the perspective of someone looking on. While this report is brilliant to have been commissioned, it shows

how little we actually have progressed in relation to young people. We might be this amazing empathic, all inclusive, diverse society but when it comes to young people's experience that is very far from the truth.

Unfortunately this report highlights the fact that schools are the most disappointing in their lack of progression supporting LGBT+ young people. One school in the six represented was described as supportive. Young people described a lack of visibility of LGBT+ supports; of awareness of teachers, a tolerance of homophobic comments by teachers and indeed a further perpetration of these comments by teachers laughing along. Some experienced misinformation or a downright refusal to even discuss LGBT topics. One can see why anyone who identifies as LGBT would not feel safe coming out. They fear they will not be accepted, worse they would be rejected, isolated. There is also a real fear of physical harm. Imagine feeling like this is a place where there is supposed to be hope, mutual respect, empathy, encouragement to blossom and find your own way in life. Instead these young people are forced to hide their true selves. This has to change as school is such an important part of a person's life.

The number one recommendation or need for LGBT+ young people is a stand-alone LGBT+ service where young people can be supported, get much needed advice and be able to hang out with other LGBT+ young people and allies. The full report is available on www.youthworktipperary.ie



Fethard & Killenaule Healthy Eating Programme

In Spring of 2018, Fethard and Killenaule Youth Project commenced a four-week Healthy Eating Programme. This Programme was funded by South Tipperary Development Company in conjunction with Safe Food. The group comprised of eleven participants aged between 14 and 17. The main focus of the Healthy Eating Programme was to promote education, life skills and increase awareness of the benefits of healthy eating and nutrition. The sessions comprised of Food Safety, Healthy Eating (Food, Diet and Health, The Food Pyramid/The Eat Well Guide) and the cooking of various nutritional recipes. Fun activities included a cooking quiz and a blindfold taste test. Participants were given the opportunity to try healthy snacks and meals. The final week of the programme saw our Master Chefs put to the test in a showcase event in Clonmel. This programme was a huge success and has ignited an ongoing interest in healthy eating, nutrition and cooking among our young people.



Game Design for Youth Workers Seminar Funded by Erasmus plus

Tipperary Town GYDP under Youth Work Ireland Tipperary were busy in November hosting a Seminar to train 37 Youth Workers from around Europe in the design and development of games in youth work practice. This was kindly funded through Erasmus +, a KA1- Learning Mobility of Individuals grant. The seminar hosted youth workers from Cyprus, Italy, UK, Romania, Greece and Ireland for one week exploring the idea of game design with the over-riding theme of Restorative Justice and Restorative Practice.

The seminar was a means in which Youth Workers from across Europe could utilize the potential of using games as a medium to bring about social change. The exploration of game design across a variety of mediums encompasses the strategies used by the Restorative Justice system where the harm caused when a crime is committed rather than the laws that have been broken are looked at.

The week was a huge success with all enjoying the collaboration with their European partners. The week ended with young people getting involved on the last day to give feedback to the Youth Workers on the game designs that they had come up with during the week.



ALP 2018

The Alternative Learning Programme was a part time 15 hour per week youth work programme aimed at tackling early school leavers. ALP motivated young people to re-engage, remain engaged with education and learning on a full time basis and or avail of training or employment opportunities.

It provided individual work, activities and programmes that aimed to improve attitudes and build confidence and self-belief and generate a love of learning and achieving amongst the young people. The programme was funded and supported by the ETB and run by Youth Work Ireland Tipperary.



Goal	Objective	Outcomes for young people/Org	Achievements 2018
4. To develop our relationships with the community, stakeholders and partners (Partnership)	4.1 Develop strategic alliances with local structures and partners	YWITipperary is supported to engage with other partners to expand the range of opportunities and approaches for young people	Healthy Ireland Initiative accessed funding for LGBTI, Sexual Health and Physical health is in place. Jigsaw and Virtual Youth are both ongoing key strategic alliances.
		There is a pool of agencies, local businesses and other partners that are actively supportive of YWITipperary	CEO was member of CYPSC, SERDTF, ETB Youth committee, LCDC. 70% of projects are members of local structures - not every project has had the opportunity yet.
	4.2 To build strong collaborative relationships locally so that YWITipperary is seen as a strategic partner in advocating for and delivering on the needs of young people of Tipperary.	The youth service has a status in the community which protects what we are trying to achieve with our young people, thus ensuring that they continue to receive youth service delivery	CEO is participating on DCYA pilot initiative around youth participation. Virtual Youth is developing guidelines in the area of gaming and youth work. We have developed and promoted 2 resources in Development Education CNN ongoing. JBOM ongoing. We are members of PPN
			Ongoing - all projects have participated in 2 partnerships

3DIT – QCBI initiative

The Quality and Capacity Building Initiative (QCBI), funded under Dormant Accounts, has been developed by the Department of Children and Youth Affairs and administered by TUSLA to take a coordinated approach to enhancing capacity, knowledge and quality in prevention and early intervention for children, young people and their families, with a focus on those at risk of developing poor outcomes. 3D-IT is a visionary project that hopes to integrate technology and youth work using videos games and 3D immersive technology to support young persons with intellectual disabilities and mental health issues in addressing their social, functional and educational challenges. Currently, we are working with 14 people within the age group between 15-25 years. We have participants from Youth reach centres and schools where different activities are designed as per the individual needs of the participants. We are also developing a mobile application with our participants which has helped them understand backend work that goes in mobile app development as well legal and technical requirements in launching it. We also utilised a game called Youth Town which allows the participants to develop their own town and understand reasons behind locations of different utilities in the town. We are using different gaming and non-gaming technology to support young people in gaining important skills for long term employability as outlined in the application.

Tipperary Comhairle na nÓg



Tipperary Comhairle na nÓg had a very busy year in 2018 promoting UNCRC, making links with decision makers and making videos. Check out www.tippcomhairle.ie to see the work. We have 40 members county wide and engage in anything relevant to giving youth a voice. In 2018 that included training with the office of Ombudsman for Children, consultations with Children & Young People's Services Committee, Healthy Tipperary Plan, LGBTQ* research in Tipperary, No Hate CAMPAIGN workshop, Sexual Health Survey of Needs, running and attending events in Tipperary and nationally. A highlight was national showcase event in Croke Park in November 2018.

Masters in Global Youth Work with Games and Digital Media

One of the many long and lasting legacies of the Virtual Youth Work Project was the design of a Level 9, Master of Arts in Global Youth Work with Games and Digital Media. This programme is the first of its kind in Europe and the first time Erasmus funding has been successful in funding the design and implementation of an MA. The programme saw 10 participants from Ireland, England and Greece graduate with MAs in November 2018.



Creative Community Alternatives

Creative Community Alternatives or CCA is run by Catherine Donaghy and Peter O'Brien. The programme aims to address the needs of young people who are either on the edge of alternative care or are currently in care. It is a holistic service in the community for young people who present with complex factors that include neglect, attachment issues, mental health concerns, parenting issues, & alcohol/drug misuse. It is designed to address a range of life areas of the young people they work with and to develop their problem-solving skills and coping skills. There is an emphasis on integrating the young person back into the community and building their family's social support network. The young person is provided with a Wrap-around package to support them as they transition in to independent living. CCA works with services such as the Housing Department, Social Workers and other agencies in providing this Wrap around package.

YWI Tipperary Ability Project

Youth Work Ireland Tipperary were awarded just under €500,000 in mid-2018 for the new Ability Programme. This project is co-financed by the European Social Fund (ESF) and the Department of Employment Affairs and Social Protection (DEASP), and administered by Pobal. The aim of this project is to aid 15-24 year olds from Co. Tipperary who have a disability to increase their employability skills in terms of training, education, work experience and personal development. The goal is to work with 90 young people over the duration of the project.

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.

Community Employment Scheme 2018

The extensive focus on participant progression meant that once again training was high on the list of spotlights that took place during the year for the Community Employment Scheme.

One of the more popular training courses among the Information staff was the QQI Level 5 Customer Service Course and a number of staff completed this training in two different locations.

This course focuses on understanding customer service in an organisational setting, improving communication skills, how to provide clear information both internally and externally, meeting customer needs and handling complaints in the delivery of excellent customer service. There is also a focus on consumer protection law. This course complimented the work provided by the staff in the Information Projects whilst equipping them with a certified qualification.



Goal	Objective	Outcomes for young people/Org	Achievements 2018
5 To enhance the expertise and efficiency of YWI Tipperary (organisational)	5.1 To nurture staff and volunteers as a key resource of YWI Tipperary through ensuring support, progression and development opportunities	YWI Tipperary will have a range of skills and expertise so that young people can access a wide variety of service delivery in a professional manner	All youth projects had a student at some stage during 2018. All students were given the induction manual and supported through their staff members. Staff have all participated in a range of training both internal and external and these have been documented by the CEO.
		Staff will be motivated and gain personal and professional satisfaction from their work	
		Support Staff and students working with YWI Tipperary will receive a valuable experience and will have the opportunity to develop and apply skills to benefit the organisation and our young people	
	5.2 To manage our resources effectively and efficiently through planning, monitoring and reporting structures	YWI Tipperary is in a position to deliver relevant and high quality youth work to our members	YWI Tipperary is participating in a national research pilot on youth participation and fed into a number of areas of work with YWI.
		YWI Tipperary will be able to articulate what we do and what we achieve.	HR Subcommittee set up and in operation. Internal, external and peer supervision is available
			Regular reporting to the Financial Audit and General Purposes Subcommittee of the Board of Directors on Financial Management
	5.3 To continue to promote best practice in governance and accountability of YWI Tipperary	YWI Tipperary continues to participate in organisational development opportunities ensuring that we are seen as a strong, robust and trustworthy entity	YWI Tipperary Board of Directors participates in the Code of Governance for voluntary organisations. Organisational Risk Assessment has been reviewed. We are signed up to the Dochas Statement of Images, Code of Fundraising.
		YWI Tipperary is guided by an enthusiastic and committed structure that retains our origins as a local voluntary group at the centre of what we do	The Board of YWI Tipperary has a mix of club, co-opted and youth representatives (3 members are under 25)
			YWI Tipperary will continue to participate in relevant quality assurance frameworks for the organisation as a whole and for individual projects, including Health Promotion, NQSF

Plans for Future Periods

Our plans for the future form part of our Strategic Plan 2015-2020. At all times we provide evidence based practices in response to needs assessments, funder requirements and staying true to what we value; we believe in young people and youthwork!

Youth Work Ireland Tipperary's vision of a world full of possibilities for all young people feeds into our 5 goals and our mission to work through a rights-based, youth-led approach to foster learning, innovation, hope and high expectations in young people, their families and their community.

Please see our Strategic Plan for a full account of our plans.



BUSINESS REVIEW AND FINANCIAL RESULTS

Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services.

Nevertheless the company, with the aid of sound financial management and the support of both its staff and volunteers generated a satisfactory financial outcome.

The retained (Deficit)/ surplus for the financial year amounted to €-79,533 (2017 deficit €-13,374) and this was transferred to reserves at the end. The main reason for the deficit is the depreciation of the buildings along with the fact that the charity has adopted to present their financial statements under SORP with little income being deferred allowing surpluses and deficits as they happen.

The principal source of funding for the charity is national and local government funding. Grants €1,453,749 (2017: €1,471,196) were received in the current year.

Fundraising & Donations generously received from the general public during the year amounted to €62,740 (2017: €54,744).

Rents & Charges amounted to €6,210 (2017: €920).

Bank Deposit Interest earned during the period amounted to €203 (2017: €163).

Administration Expenses amounted to €1,589,188 (2017: €1,540,397).

Expenditure limits are set and reviewed periodically at which CEO and project staff with budgetary responsibility may authorise spending in line with budgets.

There is a higher limit to which the Chief Executive may authorise spending and a further limit, which must be authorised by the Board.

At the end of the year the company had Fixed Assets €686,719 (2017: €734,268) Current Assets of €487,520 (2017: €310,415) and Current Liabilities of €402,941 (2017: €185,336) and Long-Term Liabilities of €19,497 (2017: €28,012).

The Net funds of the company amounted to €751,801 (2017: €831,334) and the directors are satisfied with the level of retained reserves at the year end.

Of the net funds at year end €686,719 is attributable to capital funds (fully expended).

RESERVES POLICY

The charity needs reserves to:

- Ensure the charity can continue to provide a stable service to those who need them.
- Meet contractual obligations as they fall due;
- Meet unexpected costs;
- Provide working capital when funding is paid in arrears;
- Meet the costs of winding up in the event that was necessary;
- Be adequate to cover 12 months of current expenditure.

Based on this, the directors are satisfied that it holds sufficient reserves to allow the charity to trade successfully.

ACHIEVEMENTS & PERFORMANCE

The main achievements of the company during the year are outlined in full detail on the charity's annual report.

STRUCTURE, GOVERNANCE & MANAGEMENT

The organisation is a 'Not for Profit' company limited by guarantee. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one Euro twenty-seven cent (€1.27).

The charity was established under a Constitution which established the objects and powers of the charitable company and is governed under its Constitution and managed by a Board of Directors.

FUTURE DEVELOPMENTS

The directors are not expecting to make any significant changes in the nature of the business in the near

PRINCIPAL RISKS & UNCERTAINTIES

The Directors have identified that the key risks and uncertainties the company faces relate to the risk of a decrease in the level of

donations and government funding and the potential increase in compliance requirements in accordance with company, health and safety, taxation and other legislation.

The charity mitigates these risks as follows:

The charity continually monitors the level of activity, prepares and monitors its budgets targets and projections. The company has a policy of maintaining significant cash reserves and it has also developed a strategic plan which will allow for the diversification of funding and activities; and

The company closely monitors emerging changes to regulations and legislation on an ongoing basis;

Operational/Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects and the requirements for budgets covering all activities. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the centre by ensuring all accreditation is up to date.

Reputational risk-in common with many charities, the company's principal risk is reputational damage. Reputation damage could be caused by an event either within or outside the company's control. In order to mitigate this risk the charity continues to adopt best practices.

PAYMENT OF CREDITORS

The directors acknowledge their responsibility for ensuring compliance with the provisions of the EC (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

ACCOUNTING RECORDS

The directors acknowledge their responsibilities under Section 281 to 285 of the Companies Act 2014 to keep proper books and records for the company.

A number of measures have been taken by the directors to ensure compliance regarding proper accounting records with the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel and appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are kept at the registered office and principal place of business at Croke Street, Thurles, Co. Tipperary, .

STATEMENT ON RELEVANT AUDIT INFORMATION

In accordance with Section 330 of the Companies Act 2014, so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware. Having made enquiries of fellow directors and the charity's auditor, each director have taken all the steps he/she is obliged to take as a director in order to make himself/ herself aware of any relevant audit information and to establish that the auditor is aware of the information.

AUDITORS

In accordance with Section 383 (2) of the Companies Act 2014, the auditors, Donal Ryan & Associates, Chartered Certified Accountants & Statutory Auditor, will continue in office.

This report was approved by the Board on and signed on its behalf by

Ashling Sheehan Boyle



Our Vision (where we want to be) :

Youth Work Ireland Tipperary's vision is of a world full of possibilities for all young people

Our Mission (the journey to getting there) :

To work through a rights-based, youth-led approach to foster learning, innovation, hope and high expectations in young people, their families and their community.

Our Value (our belief) :

We believe in young people and in youthwork.



www.youthworktipperary.ie

