

Foreword

County Kildare LEADER Partnership is the Programme Implementer for the Social Inclusion and Community Activation Programme (SICAP) in County Kildare.

SICAP is the national social inclusion programme focused on the most marginalised in Irish society. It aims to tackle poverty and social exclusion through community development approaches, local engagement and partnership between disadvantaged individuals, community organisations and public sector agencies.



The SICAP vision is:

‘To improve the life chances and opportunities of those who are marginalised in society, living in poverty or in unemployment through community development approaches, targeted supports and interagency collaboration, where the values of equality and inclusion are promoted, and human rights are respected’.

This Annual Progress Report marks the end of the second year of our five year strategic plan for the implementation of SICAP in County Kildare. I am pleased to report that the Key Performance Indicators and targets for the programme continue to be met. This report outlines the achievements, challenges and key learning from the past twelve months and provides a comprehensive overview of the development work undertaken in County Kildare in 2019.

This report was approved by Kildare Local Community Development Committee (LCDC) in January 2020.

Pat Leogue

General / Social Inclusion Manager



County Kildare
LEADER PARTNERSHIP

Social Inclusion and Community Activation Programme (SICAP) Annual Progress Report 2019

1) Overview of 2019

Goal 1 (Supporting Communities):

a. Key Achievements :



Clane ICA, Flower Arranging Workshop, Dec 2019

i. Promote community engagement and stronger communities

- Outreach community development work continued to be focused on hard to reach communities identified in the 2019 SICAP Annual Plan. The benefits of this sustained level of support were evident in local success stories like a Pride of Place Award and ten-year celebration for Ardrew Residents group in Athy and Ballymakealy Residents group in Celbridge who celebrated their 25th anniversary.
- Increased take up of social inclusion funding from the National Transport Authority for community transport and collaboration with Local Link to increase passenger numbers on specific local transport services.
- Collaboration with Kildare Sports Partnership with funding under the Healthy Ireland Initiative to provide an increased range of health-related activities in hard to reach communities such as Healthy Food Made Easy, Health and Wellbeing talks, Activator Poles, Nutrition talks and Community walks.
- Significant promotion of the Heads Up programme in disadvantaged areas to encourage participation in mental health programmes

ii. Build capacity of LCGs – (Local Community Groups)

- Eight workshops were delivered for community groups throughout the year to build the capacity of the groups. These were:

Funding workshop for LCGs in Athy in April and in Celbridge in October 2019; Positive Communication & Conflict Management in Celbridge in June 2019; Committee Skills Training took place in Ballitore in March 2019; GDPR Workshop and Governance Workshop in Naas in November 2019 and a Disability Awareness workshop in Solas Bhríde, Kildare Town in November 2019 in collaboration with the Ability Programme and Kildare Sports Partnership.

- A drug and alcohol awareness talk by John Lonergan in Suncroft in November 2019 was supported by SICAP and attended by 50 people.

- Active Citizenship and Voter Education Programmes were run in the Direct Provision centres in Monasterevin and Newbridge which resulted in 48 people registering on the electoral register.

- Kildare Traveller Action were contracted to continue to support Traveller participation in local community groups across County Kildare.

- 1:1 support continued to be provided to a range of groups including Men's Sheds and Disadvantaged Women's groups.



Conferring Ceremony Maynooth University - Youth Studies Course November 2019

iii. Support participation in decision-making structures

- Thirty-nine local community activists successfully completed the Level 7 Community Development & Leadership Certificate and the Level 7 Youth Studies Course delivered by Maynooth University. Nineteen students completed the Community Development & Leadership course and twenty participants completed the Youth Studies course. A further forty-three participants representing thirty-six community organisations/groups commenced the same courses in September 2019 for the 2019 / 2020 academic year.
- A new third level outreach initiative - the Communiversity (Maynooth University Leisure Course)—commenced in the public library, Newbridge in October 2019 with nineteen participants.
- The third annual County Kildare Social Inclusion Week took place in September 2019 with events occurring across the county.

iv. Promote collaborative engagement

- The highlight of 2019 was the successful launch of the County Kildare Traveller and Roma Inclusion Strategy by David Stanton T.D., Minister of State for Equality, Immigration and Integration on 15th October 2019
- SICAP continued to support the implementation of the Kildare Integration Strategy with Kildare County Council. SICAP also continued to support Kildare Integration Network which met on a quarterly basis during the year.
- SICAP supported the delivery of a further Strengthening Families Programme in Newbridge in collaboration with staff from other service providers.
- SICAP continued to second a staff member to the SWRDATF to act as Co-ordinator of the Regional Family Support service at Hope Cottage, Kill.



David Stanton T.D., Minister of State for Equality, Immigration and Integration with the Traveller Roma Inclusion Strategy Steering Group October 2019

v. Support Social Enterprises which contribute to SICAP outcomes

● SICAP supported community shops in South Kildare during 2019, helping to establish a bus service in the Narraghmore / Moone area on Friday mornings for older people following the closure of local post offices. SICAP supported a profiling and needs analysis of social enterprises in County Kildare as a follow up to research undertaken in 2013. The updated needs analysis formed the basis of an application to DRCD for training and mentoring supports for social enterprises. This application was successful and CKLP was granted a total of €51,162. In addition, SICAP supported 53 Local Community Groups to apply for a Small Capital Grant for Social Enterprises with three groups successfully applying for a total of €22,250.

b. Challenges and Barriers:

i. Promote community engagement and stronger communities

● Insurance costs posed a repeated barrier to community groups for meetings and events. Local issues in relation to insurance cover arose with Baby and Toddler groups and Women's groups.

Conflicts within local communities were a challenge during 2019 in some areas impacting on the ability to develop engagement in collective action.

● Outreach community development work in hard to reach areas across the county has highlighted specific issues in relation to social isolation in rural areas, a lack of adequate mental health services in the county, language barriers and elder care

supports. Transport and childcare are issues that have been identified across both Goal 1 (Supporting Communities) and Goal 2 (Supporting Individuals) in most disadvantaged areas.

ii. Build capacity of LCGs (Local Community Groups):

The recruitment of participants for some workshops was particularly challenging in 2019. However, there is a significant interest in GDPR and governance training as many small voluntary groups are concerned about the impact of Charity legislation on their groups.

iii Support participation in decision-making structure:

Changes to the administration of third level courses offered through SICAP were challenging for some of the participants and required additional support from SICAP staff.

iv Promote collaborative engagement:

The challenge in collaborative engagement is to maintain the involvement of all stakeholders and ensure that all key agencies get involved. The development of the Traveller Roma Inclusion Strategy was a significant piece of work in 2019 as it involved developing a draft report into a strategy which succeeded in achieving full buy in from the key stakeholders. It is also challenging in collaborative action to ensure that the target groups are supported and feel involved in the process.

v. Support Social Enterprises which contribute to SICAP outcomes:

The lack of a dedicated Social Enterprise Worker limited attention to the needs of Local Community Groups operating social enterprises. During the year a staff member was assigned to support social enterprises and this support led to the establishment of a bus service and the animation of a substantial number of applications for capital grants.



The Piers Café & Community Shop, Moone, Co. Kildare August 2019

c. Key Learning:

i. Promote community engagement and stronger communities

- The concentration of outreach community development resources in targeted disadvantaged areas created the conditions to build trust and relationships. The learning has been that this approach has been correct and that communities are prepared to take responsibility for their local area with appropriate supports over a period of time.

ii. Build capacity of LCGs (Local Community Groups):

- The learning in 2019 has been the importance of ensuring that workshops and training events are relevant to the needs of local community groups.

- Through collaboration with other CKLP managed programmes e.g. Ability Programme, there are workshops and training events that can be run very successfully on a joint basis.

iii. Support participation in decision-making structures

- The development of a strong working relationship with Maynooth University within County Kildare has been very important for CKLP and especially for SICAP. The further development of this relationship across other relevant Departments in the university would be of strategic importance to the programme and to social inclusion in County Kildare.

iv. Promote collaborative engagement

- As mentioned under challenges the importance of good communication is very important in interagency work.
- A key learning in the development of the Traveller Roma Inclusion Strategy has been the need for absolute clarity of strategic focus throughout the process and proactive encouragement for the target groups to be involved at all stages of the process.

v. Support Social Enterprises which contribute to SICAP outcomes

The profiling of social enterprises was an important task undertaken in 2019. This will be of tremendous assistance for the remainder of SICAP 2018 – 2022 in supporting Local Community Groups in County Kildare.

Goal 2 (Supporting Individuals):

a. Key Achievements:

i. Promote community engagement and stronger communities

- Two Youth Employment Programmes were run during 2019 for 24 participants in Athy and Kildare Town. In addition, SICAP staff developed an application to KWETB for a Youth Employability Initiative project, to work with young people aged 16-18 in Athy who were not in education, training or employment. The application was successful and €50,000 was secured to run the project to the end of 2019.

- An Integration Project Worker role has been co funded for the last three years by SICAP with St. Stephens Green Trust and Kildare County Council. In 2019 the Project Worker supported 19 individuals/families who are currently living in the Eyre Powell Direct Provision Centre as well as 11 individuals who have moved out. SICAP also supported an application to the Asylum Migration Integration Fund (AMIF). CKLP was awarded €150,000 for a three-year period with co-funding from Kildare County Council for the Integration Project Worker to continue on a full-time basis. The Project Worker will work on a one to one basis with residents of both the Eyre Powell Direct Provision Centre in Newbridge and The Hazel Direct Provision Centre in Monasterevin.

- SICAP worked with Athy Community and Family Resource Centre to deliver a People Parenting Alone - Finding Your Feet (personal development) programme in the Family Resource Centre in Athy. Nine participants completed the course.
- Targeted outreach work in Townspark Athy was undertaken in 2019 and 14 individuals participated in a variety of courses that included: Healthy Food Made Easy, Manual Handling, First Aid and HACCP.
- SICAP contracted Newbridge Family Resource Centre to engage with isolated men in disadvantaged estates in Newbridge during 2019. A Men's Outreach Worker has engaged with 25 men in the development of a sensory garden project with a core group of 10 men attending each week.



Presentation of Certificates on completion of a Finding Your Feet Programme in Athy



Sensory Garden Project at Newbridge Family Resource Centre

ii. Provide lifelong learning opportunities:

- Two Information Fairs took place in Newbridge and Athy in March during DEASP Jobs Week, with 107 attending in Athy and over 200 in Newbridge.
- Job seeking seminars ran in Newbridge and Naas on 4th and 7th March 2019.
- Outreach information workshops took place in Kilcock and Monasterevin Direct Provision Centre and a clinic service was provided in Ardrew, Athy over a four-week period during the year.
- Seven computer courses and Finding Your Feet programmes were run during 2019. Four basic computer classes were run across the county with 39 participants completing them. Three Finding Your Feet programmes were run with 38 participants. 33% of those participating in the Lifelong Learning activities engaged in more than one activity/course. 55% of participants were male compared to 45% female.
- These programmes are flexible and can be adapted to the needs of specific target groups in various locations.

iii. Provide preventative supports for children and young people

Children participating in the Better Basics programme in the 2018 / 2019 academic year achieved an improvement in reading age of an average of 15 months which is very significant.

SICAP also supported the retention of 1,852 young people in education, through the provision of support to School Completion Projects in County Kildare to run breakfast clubs, homework clubs and summer camps. A further 136 young people participated in visits to Carlow IT targeting 6th class students at Primary School level.

iv. Prepare people for employment and to remain in work

- 85 people were supported into employment during 2019 (54 full time and 31 part time jobs filled) with 21% going into Construction and 13% each into food, warehouse & transport, manufacturing and schemes such as TÚS and Community Employment.

Thanks for your email. Yes, I am working away and in fact I am interviewing for a promotion in the coming weeks as they want to offer me a permanent contract, so I am delighted and thanks again for all of your support.

v. Promote better quality and sustainable employment

..... everything is good here I am working full time now. I am very grateful for all the help I received from the Kickstart programme., best of luck with them in the future.

- SICAP supported industry certified and QQI accredited courses with a total of eleven Safe Pass courses delivered, fourteen Manual Handling courses, three Home Repair Care & Maintenance (HRM) QQI Level 4 and two Handling Food Hygienically QQI Level 4 courses.

Career Skills: Participants on the DARA Project (Drug Rehabilitation CE scheme) engaged in a QQI Level 3 Career Preparation module as part of a specially adapted Career Skills programme.

A further 18 individuals completed a Career Skills Programme in Athy in June 2019. A specially adapted Career Skills was run for the Youth Employment Programme also.

- SICAP supported 126 individuals with CV interview skills workshops and a 1:1 CV service in North East Kildare. A further 92 individuals received a 1:1 CV service at other locations in County Kildare.

Two Kickstart programmes took place in Naas with 29 individuals taking part and six people getting full time jobs. The aim of the Kickstart Programme is to provide the participants with the opportunity to gain relevant work experience and develop both their confidence levels and the key job skills required for each industry. The programme involves two half days training for six weeks followed by four weeks (part-time) work placement.

vi. Provide a pathway to self-employment/social entrepreneurship:

Over the last twelve months 182 clients were referred for enterprise support. 131 were case loaded (met on at least two occasions) and 73 of these clients progressed to self-employment. 43 clients went on to the Back to Work Enterprise Allowance Scheme and 28 went on to the Short Term Enterprise Allowance Scheme. Two individuals went on to self-employment who did not qualify for the schemes. Of those who progressed to self-employment the gender balance was 55% male, 45% female, reflecting a rise in female participation from the previous year. 95% of the SICAP clients progressing to self-employment were sole traders and the main business types

established were construction related and personal services which accounted for more than half of all businesses set up. Arts / education and trades / professional services accounted for approximately a further 25% of all clients supported in 2019.

SICAP also supported the establishment of the Business Development Programme (BDP) in Athy, providing 1:1 support for participants and progression onto BTWEA scheme. One of the BTWEA clients was selected to participate in the National BTWEA Awards held in Tullamore during 2019.

There is ongoing engagement with other key stakeholders including DEASP Case Officers in Newbridge and Maynooth, the Local Enterprise Office, INOU, KWETB and ILDN Enterprise Workers Network.



Barry Anderson, finalist at the BTWEA National Awards with Mary Minogue, SICAP Enterprise Support Worker

vii. Address barriers and gaps in lifelong learning and employment

During 2019 a 'Job-Ready' programme was piloted in Athy. The programme was of seven days duration and was focused on getting participants ready to take up employment. 26 participants registered for the programme and engaged in a variety of the modules on offer.

b. Challenges and Barriers:

i. Promote personal development and wellbeing:

The engagement of disadvantaged men and women is challenging, and taster programmes require ongoing flexibility and revision to attract and maintain participation.

ii. Provide lifelong learning opportunities:

As stated above engagement of the target groups is challenging. The reducing live register with multiple disadvantage makes the delivery of appropriate lifelong learning more and more problematic.

iii. Provide preventative supports for children and young people:

One of the challenges with the Better Basics programme, which is delivered to primary schools, is that on IRIS, only actions involving those at Post Primary level can be included as Early School Leaving preventative actions. This is a challenge and a barrier to recording the importance of the intervention.

A challenge in relation to breakfast clubs, homework clubs and summer camps is that SICAP is dependent on each local School Completion Projects to deliver the action as committed.

iv. Prepare people for employment and to remain in work:

The main challenge for SICAP is to maintain engagement by clients once they have registered for the programme and received a number of interventions. Commitment to participate in training courses is also a challenge as many individuals express an interest and fail to turn up or respond to emails or follow up phone calls.

As mentioned on a number of occasions transport is a significant barrier to engaging in employment particularly from the most disadvantaged areas.

v. Promote better quality and sustainable employment:

The Kickstart programme offers a work placement to clients who are deemed to be “job ready”. Despite working through referrals from employment support agencies and a rigorous screening process a number of participants fail to take up a placement.

Supporting people on zero-hour contracts with SICAP training is difficult to organise as participants have difficulty committing to set weekly training hours and it is difficult logistically to fill a course as everyone’s work hours are different.

vi. Provide a pathway to self-employment/social entrepreneurship:

Feedback from clients has identified that the three-day pre-enterprise course is too short and that the course needs to be extended to take on board the amount of information that clients are required to take on board.

vii. Address barriers and gaps in lifelong learning and employment:

The main barriers identified in 2019 were transport and childcare. Where feasible engagement took place during the year with the Local Link services to provide transport to SICAP funded courses where individuals would otherwise have been unable to attend.

c. Key Learning:

i. Promote personal development and wellbeing

Transport had continually come up as an issue for young people in 2018 and in 2019 the Youth Employment Programme incorporated a Driver Theory Programme to support young people to learn the rules of the road and be able to take the driver theory test. As part of this programme young people

also attended a four-hour Driving Experience where they completed a practice theory test, simulated the effect of drinking alcohol and completed two-hour driving lessons. This programme worked well and there was strong interest from young people who engaged with SICAP. One key learning from the initial roll out of this programme is that further time is needed to practice. Initially it was theory based but it was proven to be more effective when young people also got to practice taking the theory test. This programme will continue to develop in 2020.



Nikita Potts, Youth Employment Programme participant, Athy, with Leinster Driving Academy

ii. Provide lifelong learning opportunities:

The key learning in providing basic computer training and personal development courses was that more work is required with people who have become disengaged or lacking confidence in their abilities. Ongoing linkage with the SICAP Goal 1 (Supporting Communities) staff and other agencies will help to continuously review the content of education and training programmes to tailor supports to a diverse range of needs among individuals who are referred to SICAP.

iii. Provide preventative supports for children and young people:

In relation to the Better Basics Programme two key interventions from SICAP are important:

- a. Increased site visits to the volunteers during the programme delivery, and*
- b. Information sessions to the parents of the children engaged in the programme has emerged as a useful intervention.*

In relation to the breakfast clubs, homework clubs and summer camps the key learning is that the engagement of the school is crucial and, where activities are not taking place, to reallocate the resources to other areas.

iv. Prepare people for employment and to remain in work

SICAP is well recognised in County Kildare as providing opportunities for unemployed individuals to achieve short term industry qualifications and access to a CV service. Individuals are motivated to attend specific courses such as Safe Pass regardless of location and Home Care Repair & Maintenance remains a very successful course due to the practical nature of the programme. While it is hard to maintain contact with many clients intensive 1:1 support is required for them to become job ready.

v. Promote better quality and sustainable employment

Experience from the Kick-start work placement programme has shown that clients need to be job ready and have a defined career plan coming to the programme in order to benefit from the opportunities that Kickstart provides. It has been difficult in some cases to get participants to take up the placements they have been offered. Other work placement options e.g. Youth Employment Support Scheme (YESS) will also be considered in 2020 for the young unemployed. Based on the collaboration achieved in 2019 further engagement with DEASP Employer Liaison Services can provide access to employers in County Kildare for SICAP clients interested in seeking employment.

Further work is required to identify training that can support up-skilling of people who are underemployed. Further work is also required to encourage participation of people who are underemployed into more sustainable employment.

vi. Provide a pathway to self-employment/social entrepreneurship

The Pre-Enterprise Training course is funded by the Local Enterprise Office and following discussions with the LEO the course will expand to four days to allow more time for clients to develop their financial management skills.

Building on the support provided to the CE sponsored Business Development Programme a revised Business Development Programme is planned in 2020 which will include closer co-operation with SICAP and should provide improved progression outcomes.



I'd also just like to thank you for showing interest and following up with me. Your persistence is an example to those you mentor.

vii. Address barriers and gaps in lifelong learning and employment

An inter-agency approach is required around the lack of transport for disadvantaged communities as it affects the ability of individuals to access a wide range of public and social services. A proposal for an in-depth needs analysis is proposed in the 2020 SICAP Annual Plan. Similarly issues in relation to childcare require further consideration with SICAP clients before engaging with other key stakeholders.

2) Engagement with beneficiaries and engagement Strategies

The overall engagement strategies used by CKLP for SICAP 2019 in County Kildare have included a continuing emphasis on outreach engagement in disadvantaged areas and with priority target groups. There has also been a strong commitment to increasing the number of and quality of interventions with individuals and Local Community Groups. During 2019 there has been a continuing commitment to the 2018–2022 SICAP Strategic Plan and to the targeting of supports at the most disadvantaged areas identified in the Plan.

Over the last twelve months the following areas have benefited from a concentration of SICAP support: Celbridge (Ballymakealy Women's Group, Ballymakealy Residents Group, St Patricks Park Residents Group); Kilmeague / Allen Parent and Toddler Group; Athy (Ardrew Meadows Residents Association, Kingdom Life House Group, Athy FRC, Art Wellness Group, Woodstock Townspark & Castle Park). Ballitore Tanyard Group, Monasterevin (Community Asylum Seeker Support group, Monasterevin Community Centre, Monasterevin Baby and Toddler Group). Rathangan (St Patricks Park Residents Group, Parent and Toddler Group, Ladies Club, Revisiting Old Habits Group).

In addition to targeted outreach work under Goal 1 (Supporting Communities), SICAP supports under Goal 2 (Supporting Individuals) have complemented the work in disadvantaged areas with industry certified courses and other supports e.g. Manual Handling, CV preparation etc. In Newbridge, the Family Resource Centre was contracted to provide an outreach service to disadvantaged men in the Newbridge / Curragh area and engaged with 14 men during the year, many of whom participated in the sensory garden project being developed by the FRC.

A further aspect of the outreach approach being undertaken under SICAP 2018–2022 is the engagement with young unemployed clients. During 2019 the SICAP Youth Employment Programme engaged with approximately 130 young people across County Kildare. The supports provided included 1:1 support and guidance, group work and additional supports such as counseling contracted externally. The engagement with young unemployed individuals on a 1:1 basis was carried out on an outreach basis in youth cafes or in outreach offices provided by Kildare Youth Services. Separately an inter-agency steering group convened by CKLP organised group-based programmes for young unemployed people in Athy and Kildare Town during 2019. These programmes included a QQI accredited module (Career Preparation), Healthy Food Made Easy (HSE) programme, Basic First Aid, Manual Handling, Safe Pass, Driver Theory Test / driving lessons and team-building activities. Based on the demand for tailored supports for the young unemployed an additional Youth Employment Support worker will be recruited during 2020.

During 2019, SICAP assisted in the organisation of two Information Fairs in Newbridge and Athy in March 2019 during DEASP Jobs Week. There were 107 attendees in Athy and over 200 attended in Newbridge. Job-seeking seminars were also run in Newbridge and Naas on 4th and 7th March 2019.

A further information fair was organised on an outreach basis in Kilcock in May 2019 attended by a number of agencies and an outreach clinic was provided in Ardrew Estate in Athy over a four-week period with six new clients engaged and registered for SICAP.

In June 2019 an information session took place in the Direct Provision centre in Monasterevin where over 30 residents received information on SICAP supports and were also sign posted to other services.



Youth Career Skills Programme participants with Laura Kelly Youth Employment Worker, Athy 2019

individual clients stated they heard about SICAP through our publicity campaign and from family and friends.

Specific initiatives and events have continued to be very important to the promotion of SICAP during the last twelve months. The launch of the [County Kildare Traveller Roma Inclusion Strategy](#) in October 2019 was the most significant event, as SICAP played a key role along with Kildare County Council in developing the strategy. The launch attracted widespread attention and received local, regional and national coverage in the media. Since the launch there have been a number of requests for the Strategy as a result of publicity through social media and the contracting of a PR specialist for this event was very effective in terms of achieving good publicity for a prolific event. The [Information Fairs](#) organised by SICAP are an important part of its outreach engagement with individuals across the county. These events are organised annually on a regional basis in conjunction with DEASP, LESN, Citizens Information, disability organisations, MABS, third level education bodies and other local service providers.

While the main audience for these Fairs are the unemployed and other target groups, the events also present an opportunity for networking for the staff of the various organisations to learn about SICAP and other initiatives.

a. Publicity

Over the last twelve months CKLP has prioritised the redevelopment of its website and social media platforms as a key aspect of the promotion of SICAP and other programmes managed by the company. A redesigned website will be launched in early 2020 and in the interim a high profile is being maintained for SICAP across social media platforms with the most popular engagement through Twitter. All SICAP information and events including information sessions, education and training and employment opportunities are advertised on the company website, Facebook and Twitter.

A SICAP training calendar is prepared on a quarterly basis and is widely distributed which continues to result in both referrals from other organisations and enquiries from potential SICAP clients themselves. Through the SICAP registration process 18% of

SICAP staff collaborated with other CKLP managed programmes in Athy to enter a float in the St. Patrick's Day Parade. The Youth Employment Programme staff and participants engaged with staff and participants from Athy Retail Skills LTI, Ability Programme, TÚS, and the DARA Project as well as the Rural Development Programme staff to prepare a "green" float which featured recyclable materials and distribution of wildflower seeds.

The third annual *Kildare Social Inclusion Week* was again a success in highlighting the excellent work being undertaken across the county, by a range of organisations working with target groups that included people with disabilities, substance misusers, older people, Traveller and Roma communities and the unemployed. Kildare Social Inclusion Week is a joint initiative of Kildare Public Participation Network and CKLP and continues to grow in popularity. The addition of a Sports Ability Day to Social Inclusion Week 2019 proved to be a very popular event at Maynooth University with people with disabilities and their families engaged in trying out various sports and recreational activities on campus.

Social Inclusion Week 2019 also coincided with the tenth anniversary of the establishment of County Kildare LEADER Partnership (CKLP) and events were held in Athy and Newbridge to mark the contribution of CKLP to social inclusion work in the county. In Athy the event highlighted the collaboration between a number of programmes managed by CKLP with a social inclusion focus. The Newbridge event was held in Newbridge Town Hall, with international boxer Eric Donovan as MC and included contributions from individuals and groups who have benefited from SICAP supports



CKLP float at the St. Patrick's Day Parade, Athy March 17th, 2019

under Goal 1 (Supporting Communities) and Goal 2 (Supporting Individuals).

Towards the end of 2019 a full time SICAP Monitoring and Communications Officer was appointed which is expected to increase the visibility of the programme and to maintain regular contact with stakeholders and SICAP beneficiaries.



Eric Donovan MC interviews Catherine O'Sullivan, McAuley Place Naas and Krystle Foley, Fusion Marketing at the CKLP 10-year event during Social Inclusion Week 2019

b. Target Groups

The most significant challenge that impacts on the participation of SICAP target groups is a lack of transport. During 2019, a total of 361 individuals on the SICAP caseload stated that transport was their main barrier to progression. Over the last twelve months County Kildare LEADER Partnership has continued to work closely with Local Link to publicise community transport services, assist individuals and groups to avail of the Local Link Social Inclusion Fund and explore options for additional services. SICAP has also supported transport costs to training programmes and provided transport to some training venues.

The transport issue has also been discussed with Kildare LCDC as part of the review of SICAP 2019 and a new action has been included in the 2020 SICAP Annual Plan to carry out a full Needs Analysis across the county in 2020. This Needs Analysis will involve the gathering of data by service providers including mainstream agencies to assess the extent to which a lack of transport inhibits access to public services for those who do not have an independent means of transport. It is proposed that a Transport Seminar in Autumn 2020 will consider the findings from this research and discuss potential solutions. The most significant barrier identified during 2019 by clients engaging in Goal 2 services was their background of a jobless household. Since the commencement of SICAP, CKLP has highlighted this issue and has sought an inter-agency approach to support individuals who face multiple barriers to engagement in the labour market. Over the last twelve months SICAP staff have collaborated with other CKLP led programmes

in Athy where intergenerational unemployment has been identified as a significant issue in the most disadvantaged areas.

The co-ordination of further education, training and work placement programmes: Athy Retail Skills Local Training Initiative, DARA Project CE Drug Rehabilitation Programme, Ability Programme and TUS along with SICAP staff working on an outreach basis has impacted positively for jobless households and for women and young adults.

A lack of childcare emerged again in 2019 as a barrier to progression, for women in particular as many clients engaging in SICAP part-time courses wished to progress to full time courses but did not have access to full childcare services in their area. This issue will be monitored in the disadvantaged areas that SICAP will target in 2020.



c. Emerging Needs

While an emerging needs group was not identified for 2019, SICAP work has continued to reflect the needs of individuals and groups that the Programme engages with on a day to day basis. Over the last twelve months the most prominent issues affecting the target groups include homelessness and addiction particularly with young people and discrimination of Travellers in relation to access to employment. Across the Programme also, the impact of inadequate public services, particularly mental health services are being felt at a local community level with SICAP staff seeking counselling services for clients due to long waiting lists for public services.

During 2019 SICAP supported the development of an application to KWETB for a Youth Employment Initiative project to work with 16 – 18 years olds in Athy who are not in education, training or employment. The application was successful and by the completion of the project at the end of 2019, fifteen young people had been engaged with and supported on a 1:1 basis to develop their interpersonal skills and a personal action plan. This initiative has been based on the success of the Youth Employment Programme which currently works with 18 – 24 years olds and it is expected that SICAP will expand its role to continue to support this cohort in 2020.

On a wider level it is obvious that the concentration of resources on the most disadvantaged areas has had a negative impact on less populated rural areas where access to transport and mainstream education and training courses are more problematic. This has been confirmed by the Pobal Data Analysis Report for the North West Kildare area and a specific action has been included in the 2020 Annual Plan to address this emerging need.

d. Client referrals from other agencies

46% of all referrals to SICAP in 2019 were received from the Department of Employment Affairs and Social Protection (DEASP). As SICAP supports all self-employment referrals from DEASP for County Kildare a significant number of referrals are to engage with the Enterprise Support Service offered by CKLP. The other main area for referrals from DEASP has been to avail of the CV and Interview skills supports that are provided under Goal 2 of SICAP.

The level of awareness about SICAP within County Kildare is reflected in the fact that 38% of referrals to Goal 2 supports for individuals has come from a mix of friends / family, local community groups and publicity or SICAP staff engagement. The impact of concentrating the programme in disadvantaged areas over a sustained period is reflected in the fact that 28% of referrals have come from community groups and friends or family members.

14% of referrals for SICAP Goal 2 services were from Local Community Groups. This includes referrals that were generated from the outreach community development work under Goal 1 (Supporting Communities) and reflects an ongoing focus on disadvantaged areas.

Of the remaining 16% the majority of referrals have come from organisations working with young people including Youthreach, Community Youth Training Centres, Kildare Youth Service and schools as well as CKLP led programmes like TUS and Local Training Initiatives. This reflects the focus of work with young unemployed in Athy, Newbridge and Kildare Town over the past twelve months.

The low numbers from other employment support agencies e.g. Job Path and LESN reflects the fact

that SICAP is targeting those who are not engaging in mainstream employment services. It also reflects that there is room for further co-operation to assist clients of mainstream employment services who are not job ready and where collaborative engagement may be able to identify initiatives that are of assistance to individuals motivated to seek employment.

Protocols are in place between CKLP and DEASP and KWETB for referral of clients and these protocols will be reviewed in 2020 to reflect the changing nature of the labour market.

Goal 3

a. Annual Plan Targets and Key Performance Indicators (KPI's)

- CKLP has exceeded the targets set for the Key Performance Indicators for both individual clients and local community groups in 2019. This has been achieved by a combination of the excellent outreach community development work under Goal 1 (Supporting Communities) and the relationships that Goal 2 (Supporting Individuals) staff have established with organisations in County Kildare who refer individuals for SICAP support. This includes other programmes managed by CKLP and highlights the extent to which cross company collaboration and co-ordination has been achieved.
- During 2019 SICAP staff set out to reach the KPI for disadvantaged areas and to achieve an increase in the frequency of interventions with individuals and groups. Both aims were achieved. In relation to the frequency of interventions it is worth noting that the number of groups engaged with in 2019 was 70 Local Community Groups with an average of 7.54 interventions per group. The average number of

interventions per individual rose from 3.17 in 2018 to 3.60 in 2019 (interventions per individual). The total number of individuals assisted also rose from 826 in 2018 to 871 in 2019.

b. Disadvantaged areas (as per HP Deprivation Index)

The agreed 2019 target for individuals living in a disadvantaged area was 26% of the KPI for individuals. This includes all individual clients engaged who were living in areas that are disadvantaged, very disadvantaged or extremely disadvantaged. At the end of 2019 this target had been exceeded for the first time since the commencement of the current SICAP. This is a reflection on the commitment of SICAP staff in Goal 1 (Supporting Communities) and Goal 2 (Supporting Individuals) to target programme resources to the most disadvantaged areas of the county and is also an acknowledgment to the inter-agency work that has been achieved particularly in the most disadvantaged and extremely disadvantaged areas of the county.

It must be noted that in focusing resources on the most disadvantaged estates in County Kildare only 8.7% of the population in County Kildare live in disadvantaged areas (CSO 2016). Most individuals supported by SICAP live in areas that are marginally above or below the 2016 Deprivation Index. This includes Direct Provision Centres in Newbridge and Monasterevin where SICAP provides substantial support to asylum seekers and refugees and other areas where SICAP target groups live mostly in private rented accommodation.

The SICAP Data Analysis Report provided by Pobal during 2019 highlighted areas in County Kildare where the programme has a low participation rate.

Many of these areas in North West Kildare are rural and are marginally below the Deprivation Index. It has been agreed with Kildare LCDC to implement a specific strategy in 2020 to improve SICAP participation in these areas and this work will be led by Goal 1 outreach work and supported by Goal 2 staff offering specific targeted supports.

c. Achieving a Social Inclusion Focus

CKLP has continued a focused and targeted approach to the implementation of SICAP 2018 – 2022 in County Kildare. This has been achieved in 2019 through continued concentration of outreach community development work in disadvantaged areas and with priority target groups, the completion of a County Kildare Traveller Roma Inclusion Strategy, the continued focus on youth employment and the targeting of individual supports to the most disadvantaged areas in the county.

Since the commencement of the current Strategic Plan in 2018 SICAP has concentrated on ten areas within County Kildare that include Small Areas that are disadvantaged, very disadvantaged and extremely disadvantaged. This strategic approach has been implemented by a combination of outreach community development work aimed at supporting communities and specific training and employment support activities directed towards those who are most distanced from the labour market.

By the end of 2019 a total of 206 individuals on the caseload for the year were from disadvantaged, very disadvantaged or extremely disadvantaged areas. The percentage of individuals coming from jobless households in these areas varied from approximately 50% in disadvantaged and very disadvantaged areas to 69% in the extremely disadvantaged area.

From the Pobal Data Analysis Report provided during 2019 participation by Travellers in SICAP has been primarily through engagement of further education and training programmes. The report demonstrated that progression into employment had not occurred. Separately the Traveller Roma Inclusion Strategy launched in October 2019 includes specific actions to support progression of Travellers into the workforce and a specific action to progress Travellers into work placements and employment has been included in the 2020 SICAP Annual Plan.

A specific focus in County Kildare is the youth population (aged 0 – 24 years) which at 81,517 represents 36.6% of the total population and is the highest rate in the State. Since the commencement of SICAP 2018 – 2022 there has been a consistent focus on youth unemployment with a full time Youth Employment Support Worker in place to engage with young people aged under 25 who are not in education, training or employment.

During 2019 the focus on work with young unemployed continued in the most disadvantaged areas of Athy and towards the end of the year in the Curragh / Kildare Town area. This focus on youth unemployment will continue in 2020 and will expand with the recruitment of an additional staff member to Newbridge and to widen the supports to young people aged 16 – 18 who are not in education, training or employment.

Goal 4

a. Horizontal themes and promoting an Equality framework

The key action completed during 2019 to promote an equality framework was the finalisation of the Traveller Roma Inclusion Strategy. The consultation work for this strategy was undertaken in 2018 and work in 2019 focused on the analysis of the findings and the drafting of strategies and actions.

The consultation process for the development of the Traveller Roma Inclusion Strategy included outreach community development work in 2018 with 149 individuals from the Traveller and Roma communities as well as focus group discussions. The feedback from the consultation process was consistent with the themes of the National Traveller Roma Inclusion Strategy – Accommodation, Education, Health, Employment and Racism / Discrimination.

An Inter-Agency Steering Group supported by task groups around each of the themes met on many occasions during the last twelve months to finalise the strategy. Central to the finalisation of the Traveller Roma Inclusion Strategy has been the participation of the Traveller and Roma communities, with the support of Kildare Traveller Action and Pavee Point, in the Inter Agency Steering Group.

The County Kildare Traveller Roma Inclusion Strategy was launched in the Kildare County Council Chamber by Minister of State for Equality David Stanton T.D. on 15th October 2019. A number of actions in the Strategy will be led and supported by SICAP 2018 – 2022.

b. Applying community development approaches

Under Goal 1 (Supporting Communities) of SICAP a number of strategies are in place to support communities and target groups to input into and participate in decision making structures.

- As mentioned already in this report outreach community development work has been ongoing over the last two years in disadvantaged areas in North and South Kildare. Some of this work has come to fruition in the past twelve months as SICAP Outreach Community Development Workers have assisted with the reestablishment of resident groups in Ballymakealy, Celbridge and St. Patrick's Park,

Rathangan. Furthermore, with the assistance of SICAP support residents in Ardrew were successful in achieving a Pride of Place Award in 2019.



25th Anniversary celebration in Ballymakealy Estate, Celbridge

- SICAP has contracted Maynooth University to deliver a Level 7 Community Development & Leadership course for a number of years and most of the participants from these courses are now actively involved in local and regional decision-making structures. In 2019 the course was run in Athy in the local library and was very successful.

- A further course commenced in September 2019 and it is planned to carry out a review in 2020 to see what further supports are required to support target groups to engage in decision making structures. During 2019 the first Level 7 Youth Studies course was completed in the county, delivered by the Applied Social Studies Department of Maynooth University in the CKLP training rooms in Naas. Twenty students completed the course and a further Youth Studies course commenced in September 2019 in the Family Resource Centre in Athy.
- Under the 2014 – 2019 Kildare Integration Strategy SICAP supports the Kildare Integration Network which is a group of eight voluntary groups engaged in supporting ethnic minority groups in County Kildare. The network meets on a quarterly basis and exchanges information and engages in joint activities. SICAP staff also provide direct 1:1 support for some of the ethnic minority groups e.g. Newbridge Asylum Seekers Support Group where these groups are actively involved in engaging in advocacy work.

c. Developing Collaborative Approaches:

Several collaborative approaches have been developed in County Kildare. The strengthening of inter-agency work has been identified as one of the key strategic elements in the SICAP 2018 – 2022 Strategic Plan.

During 2019 the following are the main collaborations achieved by SICAP with other key stakeholders:

SUPPORTING COMMUNITIES

Traveller Roma Inclusion Strategy: Kildare County Council, County Kildare LEADER Partnership, HSE, TUSLA, CYPSC, Garda Síochana, Kildare Traveller Action, Pavee Point, KWETB, SWRDATEF, DEASP

Athy Inter Agency Group: Kildare LCDL (Lead), County Kildare LEADER Partnership, Kildare County Council, DEASP, Garda Síochana, HSE, KWETB, County Kildare Chamber of Commerce, SWRDATEF, Peter McVerry Trust, Kildare LEO, TUSLA, Probation and Welfare Service, CYPSC.

Strengthening Families Programme: SICAP provides staff support and funding to support the delivery of the SFP in collaboration with other stakeholders (Foroige, TUSLA, HSE, Kildare Youth Services, Newbridge Family Resource Centre and individual volunteers).

Children & Young People's Services committee (CYPSC) Strategic Plan: SICAP plays an active role on CYPSC and has a lead / support role for actions that are included in new CYPSC Plan launched in November 2019.

Kildare Integration Strategy: Kildare County Council, County Kildare LEADER Partnership, HSE, TUSLA, CYPSC, Garda Síochana, Kildare Traveller Action, Pavee Point, KWETB, SWRDATEF, DEASP

Strategic links with SWRDATEF including the secondment of a Rehabilitation Coordinator and linking with the Treatment and Rehabilitation Network; secondment of a staff member to act as Regional Family Support Service Coordinator at Hope Cottage, Kill; working with KWETB to re-establish a Community Addiction Studies Course (CASC) to take place in 2019

Community Development Network: collaboration of community workers in County Kildare LEADER Partnership, Kildare County Council, Family Resource Centres, KWETB, SWRDATEF, Older Voices Kildare, to avail of Continuous Professional Development with Maynooth

University. The groups participated in the World Community Development Conference in Maynooth in June 2018.

Youth Studies Course: The first Youth Studies course was established in 2018 in collaboration with Kildare Youth Services, KWETB and Foróige.

SUPPORTING INDIVIDUALS

Information Fairs: Two Information Fairs were organised by SICAP in Kildare in 2019 as a collaborative action involving DEASP, Kildare LESN, KWETB, Carlow IT, Maynooth University, Citizens Information Services, INOU, Employability Kildare, Ability, National Learning Network, Healthy Ireland, the Gardai, HSE, Irish Wheelchair Association and local service providers.

Kickstart Project: Two Kickstart Projects were successfully organised during 2019 in collaboration with DEASP.

Self-Employment: Individuals progressing to self-employment are assisted by SICAP to avail of DEASP schemes. The Local Enterprise Office (LEO) funds pre enterprise courses for SICAP clients.

Youth Employment Project: The Youth Employment Project is a successful collaboration with DEASP, Kildare Youth Services, Garda Síochana, Kildare CYPSC and KWETB.

Heads Up: CKLP acts as the host organisation for the Kildare Heads Up Project and works collaboratively through SICAP with a range of organisations including Kildare County

Council, KWETB, HSE, SWRDATE, Kildare LESN, DEASP, TUSLA, Probation and Welfare Service, IASIO, Kildare Sports Partnership, Teach Dara and Newbridge Family Resource Centre.

DARA Project: CKLP acts as CE sponsor for the DARA Drug Rehabilitation Project, which is a collaboration between SICAP and DEASP, RDATE, Garda Síochana and Peter McVerry Trust (Patron)

Ability Project: CKLP led an inter-agency group to seek funding to work with young people aged 16 – 19 with a disability. This proposal has been funded by DEASP, through Pobal for the 2018 – 2020 period and involves the following stakeholders: CKLP, DEASP, HSE Disability Services, KARE, National Learning Network, St. John of God Celbridge, Employability Kildare and Kildare LESN

Youth Employment Initiative: With SICAP support in 2019 CKLP successfully applied for DCYA funding through KWETB for a Youth Employment Initiative project to work with 16 – 18 years olds in Athy. The following stakeholders have been involved in supporting the delivery of the project during 2019, TUSLA, (Child and Family Services Support Network, Education Welfare Service, School Completion Programme, Prevention, Partnership & Family Support), An Garda Síochana, Athy College, Youthreach, Extern, DEASP, KWETB, Athy CFRC, Ardscoil Rís Athy, Kildare Youth Services, and CYPSC.



Backdrop of programmes managed by County Kildare Leader Partnership at 10 year event in Newbridge, September 2019



Patricia O'Brien, (Chairperson) addresses the audience at the CKLP ten year celebrations in Newbridge Town Hall, September 2019

NOTES: