



Social Inclusion and Community Activation Programme (SICAP)

End of Year Progress Report 2017

County Kildare LEADER Partnership



Social Inclusion & Community Activation Programme



Department of Rural and Community Development

An Roinn Forbartha Tuaithe agus Pobail



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1) Overview of 2017

a. Key Achievements

The key achievements for SICAP in County Kildare during 2017 have been:

- Targets have been met for the Key Performance Indicators and most of the Headline Indicators have been exceeded by County Kildare LEADER Partnership.
- New initiatives have continued to be developed and matching funding has been sourced to make these projects possible. Examples include the sourcing of funding from St. Stephens Green Trust to employ an Integration Project Worker and RAPID funding to develop community based initiatives in Athy with Kildare County Council.
- Work commenced during 2015 and 2016 through SICAP has been consolidated under each of the three Programme Goals with a further strengthening of collaboration and cooperation with a wide range of statutory, non-statutory organisations and local community groups.
- Key strategic linkages have been further strengthened with the hosting of the Mojo Project, secondment of staff for the implementation of the National Drug Rehabilitation Framework and Regional Family Support Network coordination, implementation of the County Kildare Integration Strategy, inter agency cooperation around training services with KWETB, Job Path, LESN and DEASP
- Progress has been made in agreement with Kildare County Council and Kildare LCDC for the development of a Traveller and Roma Strategy for the county
- SICAP supported the first Social Inclusion Week for County Kildare in September 2017 with over 40 events across the five Municipal Districts in the county culminating in a closing event in Aras Chill Dara Council Chamber. SICAP staff also worked closely with Kildare County Council for the hosting of Africa Day in Newbridge Town Hall.

b. Challenges and Barriers

The main challenges and barriers to the delivery of SICAP during 2017 have continued to relate to external factors including inter agency cooperation, a lack of adequate state resources for services in the county and the levels of poverty and deprivation that disadvantaged individuals and communities continue to experience in County Kildare.

The participation of some of the SICAP target groups continues to develop slowly although the initial work around a Traveller and Roma strategy offers hope that a genuine consultative process will develop trust and confidence among these groups to engage in further education, training and employment.

SICAP work with Local Community Groups in the most disadvantaged areas often occurs in social housing estates and discussions with Kildare County Council are planned for early 2018 to ensure that SICAP can add value to Kildare County Council community work and that a shared ethos of community development work can be developed for the benefit of all stakeholders, especially the individuals and families residing in these areas.

The other main challenge that has continued during 2017 is the lack of formal inter agency protocols and procedures for referrals between organisations, not only affecting SICAP but also including mainstream programmes. The exception from a SICAP perspective has continued to be the implementation of a Memorandum of Understanding between the Department of Employment Affairs and Social Protection (DEASP) and CKLP. This formal agreement covers the provision of self-employment supports to unemployed individuals referred by DEASP as part of the application process for the Back to Work Enterprise Allowance (BTWEA) scheme and the Short-Term Enterprise Allowance (STEA) scheme. SICAP has also played a significant role in collaboration between KWETB, DEASP, Kildare LESN and Turas Nua (Job Path) around the provision of contracted training courses for unemployed clients. This collaboration proved useful not only in filling courses and dealing with obstacles to participation but also in building up a mutual understanding of how each organisation operates and the potential for further collaboration. It has also been agreed to write up this experience as a case study for learning and dissemination.

As mentioned already most clients engaged with on an individual basis are generated through the work of SICAP staff in building relationships with other programmes hosted or managed by CKLP and with staff of local organisations working with the SICAP target groups. This is further confirmation that there is a level of goodwill and cooperation with key agency staff who value the contribution that SICAP can make to both local community groups and individuals.

c. Progress with Annual Plan

Progress with the implementation of the SICAP Annual Plan in County Kildare during 2017 continued to build on the experiences of previous years. The overall monitoring of progress with the LCDC through regular meetings was productive and ensured that the Key Performance Indicators (KPI's) has continued to be supported by an excellent relationship between Kildare LCDC and CKLP. Regular meetings with an LCDC SICAP sub group has enabled any potential issues to be discussed and advanced planning for mid-term reviews, new strategies etc.

The streamlining of approval of Annual Plans allowed for the sub-contracting of services to be procured earlier with a corresponding improvement in performance throughout the year which allowed for targets to be achieved earlier than in previous years. It is important to note that the progress in implementing the Annual Plan was achieved despite a strategic planning process and tender process for SICAP 2018 – 2022. This achievement with higher outputs than previous years speaks volumes for the capacity of the SICAP staff to meet the programme requirements.

Within the Annual Plan there were some important developments during 2017 which provide indicators for the direction of SICAP 2018 – 2022. In order to progress youth employment initiatives it was agreed to change direction during 2017 and to employ a Youth Employment Support Worker. This decision has had immediate effect as can be noted from the increased numbers of young unemployed engaged with in the third and fourth quarter of 2017.

Similarly, the establishment of a joint working arrangement with Kildare LESN to implement the Kickstart programme proved very effective with a significant increase in the number of participants, retention on the programme and in progression to work placement and employment. The experience gained of working with Kildare LESN and with employers has further strengthened the resolve to work collaboratively to establish an ongoing relationship with employers in the future

d. Lessons Learned

The implementation of SICAP in County Kildare during 2017 has continued to focus the programme on the most disadvantaged individuals, groups and local areas. As evidenced by the Headline Indicator Report services continue to be focused on those with lower levels of educational attainment. The statistics provided later in this report also indicates that the majority of SICAP clients are unemployed and living in areas that are marginally above or below disadvantaged levels. Despite this the percentage living in disadvantaged areas is below target which indicates that further concentration of SICAP resources will have to be placed on disadvantaged areas in 2018 and beyond to achieve the programme targets for SICAP 2018 – 2022. The lessons learned from SICAP to date is that this will not be possible with only SICAP resources but will require a concentrated inter agency response like what is planned for the Athy area.

This lesson is especially clear from the experiences of Goal 1 in SICAP where key successes in working with Travellers, ethnic minorities and substance misuse have been achieved through a collaborative approach involving statutory and voluntary organisations. Similarly, the establishment of a Social Inclusion Week for County Kildare provided a platform for voluntary groups and service providers to highlight social inclusion work in the county as well as some of the issues affecting individuals and communities across County Kildare.

A further lesson from SICAP work in 2017 as previous years is that dedicated community development resources is required to encourage involvement within disadvantaged communities. While overall targets continue to be met the participation of some groups remains low nationally and locally and some very disadvantaged areas in County Kildare have proved difficult to engage individuals and families. As mentioned already this is an issue that requires cooperation and collaboration with other organisations working with these groups in disadvantaged areas.

Finally follow up with individuals through a caseload approach continued to be beneficial in 2017. This is necessary to record outcomes including progression to employment as well as supporting individuals to continue to develop their career path or address barriers to progression. Further development of a caseload system is an emerging priority given the limitations of the IRIS CRM system for work with individuals.

2) Engagement with Beneficiaries

a. Engagement Strategies

CKLP continued to develop its engagement strategies with SICAP target groups during 2017. Information Fairs continued to act as a key engagement activity with individuals. Four Information Fairs were held during the year in Athy, Newbridge, Maynooth and Kildare Town. A total of 545 individuals attended these fairs which were used to promote training courses planned as a follow on to the fairs. Follow up 1:1 sessions were organised in the same locations to register individuals for SICAP and to begin the personal action planning process.

In collaboration with other CKLP managed programmes e.g. Tus schemes, LTI projects, CE schemes, participants on these projects and schemes were offered the opportunity to register with SICAP and develop a personal action plan as part of their exit plan from their course / work experience. In addition to using the company's main office in Naas, SICAP staff also used outreach offices where Tus Team Leaders are based in Kilcullen, Kildare Town and Leixlip as well as community facilities across the county. These facilities were used for both group engagement and 1:1 work with clients.

Kildare Traveller Action Ltd. (KTA) were also contracted to engage with Travellers under Goal One in group activity. A separate horse project initiative involving Traveller men in Athy has continued to be supported by SICAP staff and resources along with support and participation by KTA, the Department of Agriculture and representatives from Kildare County Council, the Garda Síochana, Teagasc, and KWETB.

Engagement with young unemployed people is detailed elsewhere in this report but the employment of a full time worker has allowed for this engagement to widen beyond a specific course to included 1:1 work and engagement with young people who still have some distance to go before they are ready for a reintroduction to education, training and work experience opportunities.

b. Target Groups

Caseload Individuals

The largest target group for individual caseload clients is "unemployed persons". This includes people who are on the live register and those who are unemployed but not on the live register, for example, where their spouse or partner is working. It does not include those not entitled to work, for example asylum seekers. The vast majority of unemployed clients are long term unemployed. Staff feedback continues to suggest that some individuals nominate this target group as they do not wish to identify themselves as belonging to another target group.

2017 / Kildare County (6-1)		Total Caseload: 1273
Target Group	No. of Individuals	% of LOT caseload
Lone Parent	143	11%
Low Income Workers/Households	149	12%
NEETs	175	14%
New Communities	102	8%
People Living in Disadvantaged Communities	288	23%
People with Disabilities	102	8%
Roma	5	0%
The Unemployed not on the Live Register	207	16%
The Unemployed on the Live Register	855	67%
Travellers	10	1%
Young Unemployed Living in Disadvantaged Areas	60	5%

Local Community Groups

CKLP has 104 LCG's currently registered for SICAP support with 74 of these groups assisted on more than two occasions during 2016. On registering with SICAP a community group can identify up to three target groups that they work with. The following table and chart demonstrate the range of target groups that SICAP currently works with across County Kildare.

LCGs by Small Area Deprivation Range	No. of Local Community Groups (LCG's)
Very Disadvantaged	2
Disadvantaged	19
Marginally Below Average	19
Marginally Above Average	18
County Wide	12
Affluent	3
Very Affluent	1
Total	74

c. Individual profile

The most common profiles of SICAP individual clients during 2017 were white Irish males, those in the 25 – 45 age bands and people who are unemployed for more than one year (total of 44 per cent). Compared to the 2016 SICAP outputs there has been an increase during 2017 in the percentage of registered clients living in areas marginally above the Pobal HP Deprivation Index and a corresponding decrease in the numbers in areas marginally below the Deprivation Index. In terms of educational attainment there is a more varied range of achievement with the highest level of educational attainment - Upper Secondary education at 31 per cent- followed by Lower Secondary education at 20 per cent. The numbers who are on the live register for more than two years has reduced from 39 per cent in 2016 to 24 per cent in 2017 while the numbers unemployed for more than one year has increased from 14 per cent to 20 per cent. Taken together with the Headline Indicator reports these statistics indicate that SICAP in Kildare is targeting the longer term unemployed with lower levels of educational attainment in areas that are marginal in terms of deprivation. However, these statistics mask other trends in relation to youth unemployment where 16 per cent of the SICAP caseload was made up of young people between the ages of 15 and 24. As evidenced by the Headline Indicator Report over 90 per cent of young people on the SICAP caseload had an educational attainment of Leaving Certificate or lower.

Profile Heading	Most Common (Modal) Categories	%Of all Registered Clients
Small Area Pobal HP Deprivation Index 2016	Marginally Above	39%
	Marginally Below	28%
Gender	Male	57%
	Female	43%
Age Band	25 – 35	27%
	36 - 45	28%
Economic Status	Live Register 1 - 2 years	20%
	Live Register > 2 years	24%
	On Scheme	14%
	Live Register 6 – 12 months	14%
Educational Attainment	Upper Secondary	31%
	Lower Secondary	20%
	Ordinary Degree	8%
Nationality	Irish	78%
	Polish	5%
	African	4%
	Other	13%
Ethnic/Cultural Background	White Irish	75%
	White (Other)	14%

d. Referrals

The main body of referrals to SICAP come from DEASP Case Officers for self-employment supports. This forms approximately 25 per cent of the overall SICAP caseload of individuals. During 2017 CKLP received an increased number of referrals from Job Path particularly in Athy as well as Kildare LESN. The DEASP protocol agreement has had less effect on referrals during 2017 as employment increased and more clients were engaged in the Job Path process. Many referrals for individual SICAP supports are generated internally through Tus Team Leaders, LTI projects, CE schemes and other SICAP staff.

CKLP continued to develop awareness among local agencies during the year and hosted an inter-agency group to assist with recruitment for KWETB contracted training programmes.

e. Interventions

Individuals

Of the total of 1273 individuals on the SICAP caseload in 2017, 637 individuals or just over 50 per cent had two interventions from CKLP. A small number of individuals had more than 10 interventions with one individual being supported on fifteen occasions during the year. As with previous years individuals who had attended Information Fairs or who had only one intervention were contacted by SICAP staff to participate in group engagement sessions, take up courses on offer or avail of 1:1 guidance and support.

Number of Interventions	Frequency	Percentage
2	637	50.04%
3	188	14.77%
4	138	10.84%
5	112	8.80%
6	71	5.58%
7	48	3.77%
8	36	2.83%
9 or greater	43	3.37%
Total	1273	100%

Local Community Groups

The range of interventions for Local Community Groups included one to one meetings with groups and those in leadership roles, attendance by groups at workshops and network meetings to specific information sessions organised through SICAP.

Number of Interventions	Number of Groups
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2	24
3	14
4	19
5	3
6	1
7	3
8	3
10	2
12	1
13	2
18	1
20	1

The vast majority of interventions with Local Community Groups ranged from 2 – 4 interventions. While only 17 of the 74 groups had more than four interventions these groups were also the groups where SICAP staff were engaged with key target groups in disadvantaged areas during 2017.

3) Targets

a. Key Performance Indicators (KPIs) and Headline Indicators

CKLP has achieved the targets set for the Key Performance Indicators for both individual clients and local community groups in 2017. Of the 15 Headline Indicators and six subsets the targets have been exceeded for seventeen indicators with targets reached for two indicators. In relation to the two indicators/sub sets below target one is a sub set of an indicator that has been significantly exceeded and the other indicator is the number of young people who have progressed into self-employment. In this case it worth noting that the numbers of young people progressing into employment have also significantly exceeded the target. As highlighted previously the indicator which has proved consistently difficult to achieve is the percentage of individuals of the SICAP caseload who live in disadvantaged areas. This is an issue for counties like Kildare where most of the population live in areas that are marginally above or below the level of disadvantage. Furthermore, the dispersal of SICAP target groups across the county in private rented accommodation across County Kildare adds to the difficulties in reaching this particular target. A full breakdown and narrative for the Headline Indicator Report has been uploaded to IRIS.

The headline indicator report shows that CKLP is targeting its work at those with low educational attainment and especially in working with clients in the 15-24 year age bracket. Significant progress has been made during 2017 to achieve targets for progression into employment and progression along the education continuum with progression numbers exceeding 2015 and 2016 outcomes.

b. Disadvantaged Areas

Disadvantaged areas and the associated headline indicator target and performance are discussed in the narrative to the Headline Indicator Report. The targeting of SICAP to disadvantaged areas has continued during 2017 with increased efforts to ensure that the percentage of individuals on the SICAP caseload met the programme indicator target. However, the outcome for the past year shows that the percentage of individuals has reduced slightly and is still below target. As mentioned elsewhere in this report there are factors that can be attributed to this outcome which relate to the socio economic and demographic profile of the county.

Nevertheless further work will be required during 2018 to meet the consistent target of 26 per cent of all individuals on the caseload. To date the approach taken by CKLP has been to target community development work (Goal One) in disadvantaged areas as Goal Two and Goal Three are targeted at individuals (mostly the unemployed and young unemployed). Many individual referrals do not live in areas described as very disadvantaged by the Pobal HP Deprivation Index. This is particularly applicable to referrals received from other agencies like DEASP, Job Path and the LESN.

It is hoped that specific strategies for 2018 including actions in relation to community development and youth employment will help to improve the focus on disadvantaged areas.

c. Qualitative Indicators

The monitoring and evaluation plan included under Section 5 of the tender document outlined 12 Qualitative Indicators across nine actions for SICAP. It also indicated the type of measurement tools to be used which includes surveys, journey maps, focus groups and case studies. Case studies are included under Section 6 of this report. Each of the courses run during 2017 includes the opportunity for participant feedback and the following are a snapshot of comments received in the past twelve months.

Feedback and Facilitation

Most of the courses provided with SICAP support include an opportunity for participants to provide feedback which is independent of any SICAP indicator to inform programme activity. For example, in 2017 evaluation forms were completed by participants in Finding your Feet courses and Career Skills courses and participants on the Kickstart programme. Feedback from the Community Development and Leadership course and the Career Skills courses have contributed to the Case Studies for the 2017 End of Year Report.

Indicator: Satisfaction levels of individuals receiving supports under Goal 2 regarding the quality of supports received.

“I have received my CV. It looks great. Thank you very, very, much for this and for all your help and encouragement during The Finding your Feet course

“Thank you so much for the new cv, I’m delighted with it and feel now that I can send it out to places, thanks again Paul for your time, really appreciate it, really enjoyed the course and your classes”

"I enjoyed the course, met some nice people and found it helped me to re-evaluate my perception of myself and where I am going, "

"Excellent course recommend to anyone".

"Really enjoyed the course, helped me to build my confidence"

"Very good course, helps build confidence and helps people come out of their shells"

Other Programme Indicators

CKLP has continued during 2017 to minimise the number of indicators in use for SICAP to coincide with the annual targets agreed with Kildare LCDC. A total of 17 Action Indicator Targets were set for the 2017 SICAP Annual Plan. Each Action Indicator Target was an aggregate of targets set for specific initiatives or projects which contributed to the overall target. In this way, action progress was monitored and project managed through the use of GANTT charts, qualitative evaluation tools, and headline indicators.

4. Horizontal Themes

a. Promoting an Equality Framework

The implementation of SICAP during 2017 has continued to be guided by the policies and practices of CKLP which respect, value, support and promote difference and diversity and rejects and challenges any form of discrimination and oppression. In working with individuals CKLP has implemented the data requirements of SICAP in a manner which is respectful of the rights of each individual and in working with the LCDC and local organisations highlights issues of inequality as part of the Company's ongoing work.

During 2017 SICAP supported a variety of thematic workshops organised by CKLP which addressed the company's overarching commitment to equality and anti-racism. Workshops included Engaging Diversity highlighting the needs and issue of the LGBT community; Gender Awareness Workshop and four Intercultural & Anti-Racism Workshops, three of which were rolled out as part of CKLP's commitment to Social Inclusion Week through in-house staff training. CKLP also collaborated with Kildare County Council and Kildare Integration Network to organise an Africa Day event funded by Irish Aid. The event provided an opportunity to share diverse aspects of African culture including food, music and dance. Organisers for the event drew heavily from Co. Kildare's African community and were supported by the elected representatives from County Kildare and members of the wider community.

b. Applying Community Development Approaches

During 2017 CKLP continued to implement a number of community development approaches across the programme with a particular emphasis on participation and inclusion of the SICAP target groups. The Athy Horse Project has continued to develop as a collaborative piece of work including a range of

state and voluntary organisations. Travellers who own the horses have been engaged in all aspects of this project and participate on the Steering Group and in the decision-making process.

Similarly, Kildare Integration Network, as a network of voluntary organisations working with ethnic minority groups, has continued to develop its role and is represented on the Implementation Group which oversees the implementation of the County Kildare Integration Strategy. This network promotes participation and inclusion of ethnic minorities in County Kildare and CKLP along with Kildare County Council supports participation costs for the groups involved and facilitates the network to meet on a regular basis.

Elsewhere in this End of Year Report there is a Case Study on a third level Community Development & Leadership course that is funded by SICAP for volunteers involved in area based and issue based groups with a social inclusion focus in County Kildare. Participation in this course is primarily aimed at the SICAP target groups and as the Case Study shows a high percentage of the participants have gone on to adopt leadership roles in their voluntary group, thus achieving another of the community development objectives under SICAP.

During 2017 CKLP agreed with the Secretariat of Kildare Public Participation Network (PPN) to work together to organise the first Social Inclusion Week for County Kildare. A number of meetings were held with groups interested in participating in the week's activities and this process brought together a number of diverse issue based groups with a common purpose of highlighting positive action around social inclusion as well as promoting discussion on other issues of concern. As a result of this process agreement has been reached to form a Social Inclusion Platform for the county to promote networking and collaboration which will include a further Social Inclusion Week in 2018.



Photographic exhibition by Newbridge Asylum Seekers Support Group for Social Inclusion Week

A network of community workers employed by statutory and non-statutory organisations continued to meet during 2017 through Continuous Professional Development training facilitated by Maynooth University. It has been agreed by the staff involved to review the training requirements and to try and encourage a greater take up as attendance had fallen off over the last twelve months. In the absence

of other formal networking opportunities for professional community workers it is hoped that this networking / training will continue, and the group of staff involved have also submitted a proposal for an input to the World Community Development Conference which takes place in Maynooth University in 2018.

c. Developing Collaborative Approaches

During 2017 CKLP continued to foster positive relationships with many local and national stakeholders which has led to collaborative approaches that are proving successful in meeting the needs of SICAP target groups and local communities in County Kildare. Many of these initiatives are described elsewhere in this report. The following are two examples of these collaborative approaches:

Kickstart 2017

The Kickstart programme is an innovative training and work placement initiative which provides training and work placement opportunities for the unemployed. Prior to 2017, CKLP outsourced the Kickstart programme elements with mixed results. Following discussions with Kildare LESN it was agreed that the programme was of mutual benefit to both organisations. Kildare LESN had identified that a number of their clients were “job ready” but a lack of recent work experience was hindering their progression into employment. This was also very much the case for CKLP clients who had availed of SICAP supports under Goal Two and Goal Three and who were actively seeking employment without success.

Following a review of their caseloads both organisations identified a cohort of potential participants who were interviewed and asked to commit to a six-week training element and six weeks work placement. The training element was broken up into two parts with CKLP / LESN staff members co-facilitating the group engagement and personal development aspects and a contracted training company (Optimum Ltd) delivering the job seeking skills elements. Each participant was also met on a regular basis and a personal action plan agreed.

The programme commenced in October 2017 with 17 participants. Two participants secured full time work by the end of the year with three further placements awaiting confirmation of employment in January 2018. One participant was successful in sourcing a CE childcare placement to complement her career plan to complete a childcare qualification. A further participant who was seeking a bookkeeping position has commenced an administrative position on TUS and nine participants are actively seeking work (three of which have work placements due to commence in January 2018). One further participant is awaiting placement on Skill Nets training course

Key learning points from the collaboration between Kildare LESN and SICAP include the active involvement of participants in identifying potential employers and the potential for further collaboration between both organisations in working with employers e.g. an Employers bank for work placements and potential jobs

Social Inclusion Week

A very successful inaugural County Kildare Social Inclusion Week took place across the five Municipal Districts in the county from Monday 25th - Friday 29th September 2017. A total of 36 events were

rolled out across the county organised and hosted by a diverse range of community groups, organisations and agencies representing many communities supported by SICAP. KFM provided five radio slots where SIW participants highlighted both events and issues impacting on social inclusion. Overall the week provided an opportunity to see work and services not usually visited by other groups and to raise awareness of barriers to social inclusion.



Social Inclusion Week Art Work from St. John of God Celbridge

CKLP acted as facilitator to bring together community and voluntary groups registered with Kildare PPN's Social Inclusion Pillar to come together to plan the Social Inclusion Week events. There was a high level of engagement from both statutory and voluntary organisations representing SICAP target groups including people with disabilities, Travellers, New Communities and the unemployed. CKLP also allocated staff resources to co-ordinate events and to cover the costs of advertising and publicity. A meeting is planned for late November 2017 to finalise a review of the Social Inclusion Week and also to develop proposals to formalize the Social Inclusion Pillar as a network of social inclusion interests for the county.

5. Youth Employment Initiative (YEI)

During 2017 CKLP exceeded all SICAP targets for engagement with young people. As highlighted above a significant change in approach led to the appointment of a Youth Employment Support Worker which has enabled CKLP to broaden the range of supports to young unemployed people. During 2017 a Youth Employment Programme (YEP) commenced in Athy and follow up work was also undertaken with participants from the programme held in Kildare Town in 2016. Apart from SICAP supports CKLP also sponsors Local Training Initiative projects funded by KWETB, two Community Employment projects funded by DSP and up to 300 employees on the Tus Programme many of whom are aged under 25. Through the Youth Employment Support Worker role, it is now possible to offer support to young people on these programmes and also to encourage those who are not in education, employment or training (NEETS) to consider these progression options. The coordination of these

programmes and contracted training courses ensures that young people are given appropriate person-centred support to increase their chances of gaining employment or progressing to further education including third level courses.

The increased capacity now available through a full-time resource has enabled an increase in the number and quality of interventions with each young person. It is recognised that the complex needs of each individual requires a 1:1-person centred approach. The focus of the new programme in Athy has also allowed more intensive work to be carried out on a 1:1 basis with those who are not engaged yet on the programme but who are willing to maintain contact with the Support Worker. This outreach approach has been successful to date with numbers gradually growing week on week.

The recruitment of participants for the Athy programme was altered from the pilot programme in Kildare. In 2017 all participants were recruited on a voluntary basis through informal networks and with the assistance of local service providers and voluntary organisations. Having been introduced to the concept through informal initial engagement participants had the opportunity to commit to group participation. If this was not possible each individual was given the option of availing of 1:1 support on a weekly basis. Numbers have continued to grow as young people are now referring friends to the service. The YEP started in October 2017 with 14 participants with four participants having since progressed to employment. The remaining 10 will continue the programme until April 2018.

One of the main challenges the programmes faces is the progression options available to this cohort of young people. For various reasons mainstream education and labour market initiatives are not suitable for the young people engaging with the Youth Employment Programme. The 1:1 individualised support is essential at this stage as a lot of young people are presenting with negative experiences of both education and labour market initiatives and it is difficult to overcome the impact of these negative experiences.

Another considerable challenge is recreational drug use and the impact it is having on young people's ability to progress. A holistic approach is being used to encourage young people engaging with SICAP to consider their overall wellbeing to create more sustainable lifestyles and work lives. Links have been made to other relevant programmes including the DARA Project and the Mojo Project with some young people participating in both YEP and these programmes to avail of the supports that they need.

The Youth Employment Steering Group consists of representation from the Children and Young People's Services Committee (CYPSC), CKLP, DEASP, Kildare Youth Service and KWETB. It has been agreed to invite representatives from TUSLA and an Garda Síochána to join the group in 2018 to help provide supports for the young people who are engaging to date.

On a separate point during 2017 SICAP also supported the establishment of a bus service for local unemployed young people in Athy to take up QQI accredited training courses offered by KWETB in Crookstown. This initiative arose from an inter-agency group brought together by CKLP to support KWETB to fill contracted training programmes in the county with an emphasis on the Athy area.



Some of the participants of the Youth Employment Programme on a recent Team Building Trip to Barretstown, County Kildare

6. Case Study

The Community Development and Leadership Course case study is included as an appendix. A second case study commenced during 2017 – Career Skills Programme - is nearing completion.

7. Updates to IRIS Database

The following updates to the IRIS database have been carried out:

- An update for each of the 2017 Actions has been inputted in the **Update on Progress** field under the End of Year report section of the action record. The *08.Action Progress Report* can be generated to view the action updates that have been input.
- 2017 data input is complete.
- 2017 data issues/errors identified have been rectified and all ineligible and duplicate records have been deactivated.
- 2017 data follow-up has been carried out, as appropriate.
- Contact names / details and Partners /Offices information/Board Members is up-to-date.

Appendix: Case Studies

Community Development & Leadership Course

Case Study

Community Development & Leadership Course

The aim of SICAP is to reduce poverty and promote social inclusion and equality in Ireland through supporting communities and individuals using community development approaches, engagement and collaboration. (Appendix 6, SICAP Programme)

Background

Community development approaches to social exclusion are only effective if there is a foundation of community activity upon which social inclusion initiatives can be developed and progressed. Building the capacity of the community sector in County Kildare is a primary objective of County Kildare Leader Partnership (CKLP) as part of its remit in implementing the Social Inclusion and Community Activation Programme (SICAP). CKLP is also committed to supporting representation from disadvantaged communities in local, regional and national planning and decision-making processes, including the Public Participation Network (PPN), for it is these structures that decide the priorities and strategies that impact on marginalised communities.

A general concern about the need for greater levels of participation and leadership in locally-based community group activity emerged following a community consultation process by CKLP in 2010. This led to discussions with the Adult and Continuing Education Department of Maynooth University, to implement a locally-based FETAC level 7 Certificate in Community Development & Leadership course.

The course was implemented in Naas and Athy in 2011/2012, with approximately 20 participants in each location. The course targeted those involved in community and voluntary work in the community, particularly within disadvantaged communities, while ensuring a mixed participant cohort.

The course took place over the academic year (September to May) and comprised 100 contact hours, with 20 credits accruing towards higher level qualifications upon completion.

Programme development

The Community Development & Leadership course focused on developing leadership skills and promoting an understanding and adoption of community development approaches. A number of modules comprised the course, including: community development studies; working with groups; social analysis; and project planning.

A Certificate in Adult & Community Education (FETAC level 8) and an online Equality Studies course at (FETAC Level 7) were later introduced to enable participants to progress to higher level courses and/or to accumulate sufficient credits for a Diploma in Arts: Training & Development for Socially Inclusive Workplaces. All of these courses were CKLP-Maynooth provided and were taken up by many of those who completed the initial Community Development & Leadership course.

In 2014 having reflected on the development of the courses against the original aim it was decided to focus solely on the Certificate in Community Development & Leadership, as this best served the capacity building intent to develop leadership skills and enhance participation in local activity and in regional and national forums. This course continues to target disadvantaged communities and to be implemented in Naas.

Recruitment

The focus of the course was on participants from disadvantaged communities who were the target groups of the Local Development Social Inclusion Programme (LDSIP) and its successor SICAP. Participants were recruited through an advertising campaign and via established relationships with communities and included: long-term unemployed, Travellers, those working in community and youth work, asylum seekers in direct provision, LGBT activists, single parents, refugees and those with leave-to-remain. A high proportion of participants were involved in local community activity, for example 34 out of 45 in the first year of the course.

In terms of prior education, 43% of participant had a primary degree or equivalent, 16% had completed 2nd level senior cycle, 7% completed FETAC level 5, 11% had completed an apprenticeship or NQF level 6 Certificate, 11% completed 2nd level junior cycle and 7% completed their education at primary level.¹

Supporting participation

As well as managing the non-college administration of the course, CKLP staff also provided additional individual supports in what was sometimes a challenging personal journey. CKLP staff were constantly available to discuss and help address any emerging difficulties.

CKLP staff also provided material supports – tutorials, study space, internet access, and photocopying. A text book library was established, as the cost of core reading material for the course was prohibitive for some. Transport was initially a problem for some participants but this was resolved by organising a car-pooling solution.

These examples illustrate the important role played by CKLP staff in maintaining a constantly responsive support process alongside the main academic programme.

¹ *Survey of Participants on Maynooth Courses* CKLP (May 2016)

Outcomes

Although the original objective was to enhance community development capacity it is difficult to separate personal and *collective development* outcomes in community education programmes. Thus raising the capacity of the individual in community development courses also increases the capability of community organisations to make more effective interventions. Similarly, adult and community education seeks to increase the capacity of individuals to be animators in the development of community participation and active citizenship. However, the *collective development* outcome can only be achieved if the intent is clearly outlined and adhered to in the content of the course.

Evaluations demonstrated a high level of satisfaction with the course content and the delivery of the course. Peer support was highly regarded underlining the importance of supportive group dynamics and collective learning methodologies. Interestingly, almost half the responding participants had contemplated leaving the course at some stage - low confidence, expectations of the course, overwhelmed by the content or volume of work, financial and family pressures were the main reasons. When asked about their overall experience of the course participants were very positive, identifying how the course had provided both personal and community related benefits – more confidence, critical awareness, enhanced leadership skills, ability to analyse situations and to develop solutions to problems.

Most of the participants completed the course, although a small number deferred completion until the following year because of difficulties in completing assignments. The majority of participants completed all the coursework (81%) and there were a high number of honours results in the assignments. Attendance was also good, with 76% of participants completed all of the compulsory hours of the courses.²

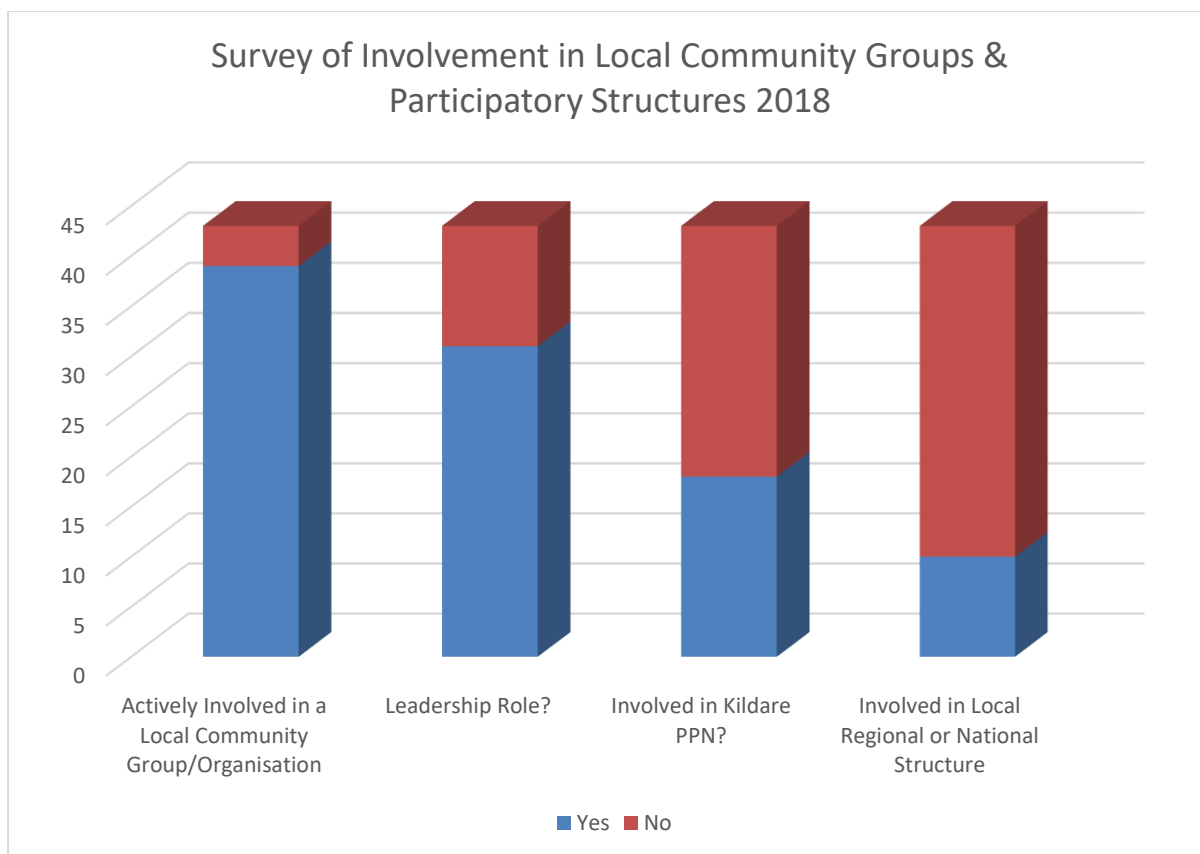
In May 2016, CKLP conducted a survey of participants of these certificate courses between 2011 and 2016. In terms of the expectations of participants 54% viewed their personal education progression as extremely important. A significant proportion of the participants progressed to further courses - the survey of participants showed 24% of former participants in full or part-time education in 2016.

Personal development (personal confidence) and improved employment prospects (education) were listed gains in the participants survey. Although the course was essentially a community capacity building measure, 48% of participants believed that it also improved their employment prospects.

Impact

The initiative was devised as a capacity building measure to raise the effectiveness of the community sector in Kildare County and to build community leadership, although progression of individuals was always going to be a parallel outcome. Collective outcomes can be quantifiably verified on the basis of impacts against Goal 1.3 of SICAP (to support local community group members to participate in local, regional and national decision-making structures). A follow-up survey by CKLP showed an impressive level of participation at all levels of community participation.

² ibid



It is also possible to make a more qualitative judgement on the basis of feedback from ongoing evaluations/surveys over the period of the initiative. Individual impacts, based on the data collected in the Survey of Participants on Maynooth University Courses (May 2016) show that participants gained confidence and motivation, knowledge and critical awareness, interpersonal skills and organisation capability.

‘Yes, I have got involved in the community and have taken an active role’

‘Understanding the community, identifying needs and assessment of what is needed locally is one new skill that I learnt on the course’

‘I encourage more involvement with different cultures and diverse groups to be involved together’

‘It really opened my eyes to (community involvement in) structures in KCC – i.e. that community work is only effective if participants buy-in to the concept and that what we are doing in our group needed serious review’

An evaluation of the Certificate in Adult & Community Education also identified confidence, critical awareness, a deeper understanding of contemporary society and an ability to analyse issues and identify solutions³.

³ Ryan. Conor. *Certificate in Adult & Community Education: Evaluation of 2012-'13 academic year*

'I am more confident and want to show what I can do. I am not afraid to put myself forward and make myself heard now. I feel I am now in a position to handle almost any situation with confidence'

'With a deeper knowledge of how society works, I feel confident about joining a group that one fights for social change. Knowledge is power'

'Now I can help my community group to analyse issues affecting them and identifying solutions to problems, support voluntary organisations and volunteers to work effectively, challenging discrimination and inequality in my community'

Learning

The collaboration between CKLP and Maynooth University worked very well at both an administrative and academic level, demonstrating the benefits of educators and local development organisations working together for community benefit. CKLP looked after recruitment and provided ongoing support, while the Adult and Continuing Education Department of Maynooth University, with the assistance of the Admissions Office, managed the academic process with prudence and sensitivity.

Involving participants from disadvantaged communities in training initiatives requires significant flanking supports. This was provided by CKLP community workers, who created the conditions for participation and were on hand to maintain that participation through the course.

Barriers to participation included childcare, affordability, literacy and transport – some of the courses were based at opposite ends of a very large county. Most of these were overcome, although the need for mentoring support remained constant.

In terms of the community development objectives of the initiative - to build/enhance community development capacity in the county - the indicators are that this was achieved, although the full effect will only become obvious over time as this enhanced community leadership capacity is applied.

Third level Adult and Community Education Programmes

Delivered by Maynooth University under contract to County Kildare Leader Partnership (2011 – 2017)

Successfully Completed	
Number of Individuals Registered for 1 or more course	128
• Numbers Awarded 1 Certificate	78
• Numbers Awarded 2 Certificates	11
• Numbers Awarded 3 Certificates	18
Total Number of Certificates Awarded	107