

# Social Inclusion and Community Activation Programme 2018-2022 (SICAP)

LDC Annual Progress Report 2018

LOT – Kildare County (6-1)



**Social Inclusion &  
Community Activation  
Programme**



Ireland's European Structural and  
Investment Funds Programmes  
2014-2020

Co-funded by the Irish Government  
and the European Union



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## **Social Inclusion and Community Activation Programme (SICAP) Annual Progress Report 2018**

### **1) Overview of 2018**



**Anne Crowe (KARE) and Martin Kelly (Newbridge Access Group), MC's for the Social Inclusion Week event in Kildare County Council Chamber, September 2018**

#### **Goal 1**

##### **a. Key achievements**

*Outline what worked well and/or any particular achievements relating to the implementation of SICAP Goal 1.*

- The outreach strategy targeting disadvantaged areas was very successful with the appointment of two Outreach Community Development Workers who were responsible for establishing contact in ten areas in North and South Kildare.
- Cross programme linkages with Goal Two SICAP staff led to supports for individuals in four disadvantaged areas as a result of the outreach community development work.
- A Community Development & Leadership Certificate course (Level 7) was established in Athy Library with the assistance of the staff of Kildare County Library Service with 22 participants. The 2017 /2018 course in Naas was also completed with a further group of 22 participants completing the course.

- A new Certificate in Youth Studies course (Level 7) commenced for the 2018/2019 academic year supported by a new Steering Committee which includes Foróige and Kildare Youth Services.
- The development of a Traveller Roma Inclusion Strategy was a major action under SICAP Goal One and by year end the consultative process and draft action plan had been completed. This process was led by SICAP and Kildare County Council.
- The second Kildare Social Inclusion Week took place in September 2018 with a range of activities supported by Kildare Public Participation Network (PPN) and SICAP.
- Strong inter agency collaboration was evident through the support for the Strengthening Families Programme, the Active Communities Programme (Healthy Ireland Initiative) and the Social Inclusion Disability Officer (SIDO) role with Kildare Sports Partnership
- The implementation of the Kildare Integration Strategy continued led by SICAP and Kildare County Council with the active input of the Kildare Integration Network (KIN).
- The strategic networking and cooperation between SICAP and the Regional Drug and Alcohol Task Force continued during 2018 with HSE funding for the position of Rehabilitation Coordinator from Jan 2019 confirmed by year end.
- The Continuous Professional Development inter agency networking sponsored by SICAP led to a collaborative engagement in the World Community Development Conference in Maynooth in June 2018.

**b. Challenges and barriers**

*Outline challenges and/or barriers that you have encountered in the implementation of SICAP Goal 1.*

- The engagement with some hard to reach communities was envisaged as being difficult and this has proven to be the case in some localities. In most cases this will require a partnership approach with local organisations as well as state agencies and service providers.
- Most of the areas where difficulties have been experienced are affected by relationships within communities that impact on the potential for collective action. This requires conflict resolution as well as mediating with service providers to address issues that have demotivated volunteers.
- There has been some resistance to the outreach approach of SICAP among some agency staff. It has been necessary to clarify the SICAP role and to reaffirm the programme's remit to work with the most marginalized areas.
- There is an ongoing challenge in County Kildare to ensure that adequate resources are available to meet the social inclusion needs that are identified through programmes like SICAP. Examples include the need for sustainable funding for Hope Cottage Family Support Programme, the Heads Up Programme, the DARA Drug Rehabilitation Programme, the

Strengthening Families Programme and the Youth Employment Programme as well as a broad range of public services.

**c. Key learning**

*Provide details of lessons learned (e.g. actions taken to overcome challenges or what you would do differently) as well as examples of good practice (e.g. in engaging with the difficult to reach groups) and/or new innovative actions that worked well. Outline how the learning will be applied to the implementation of future Annual Plans.*

A key learning point during 2018 from Goal One of SICAP One has been the need for a coordinated inter agency approach to working in some of the most disadvantaged areas. Cooperation among front line staff across various organisations works very well but dependency on this goodwill alone will not address some of the most intractable issues which require a multi-agency response. SICAP is supporting the inter-agency approach in Athy and it is hoped that this initiative in 2019 will provide learning to be use in other areas for the future.

Central to any inter agency cooperation is a shared understanding of the specific role of each organisation and the development of protocols about working together. In some cases, this requires a formal agreement and SICAP is committed to working with Kildare County Council and other organisations to achieve this outcome in early 2019.

A further key learning point in 2018 was the process adopted for the development of a Traveller Roma Inclusion Strategy. SICAP and Kildare County Council have worked together to establish a multi-agency steering group, resource the employment of outreach workers to engage with the Traveller and Roma communities and a consultant to develop the strategy. This approach has required the prioritisation of SICAP resources (staff and funding) but has resulted in an active participation of the Traveller and Roma communities in the strategy preparation along with many of the organisations that provide services to these communities.

The key learning for SICAP has been the need to focus on a limited number of issues and to provide dedicated resources to tackling these issues as well as identifying partner(s) who are equally committed to providing the resources necessary to make a significant contribution to addressing the issue. For 2019, SICAP has identified the lack of transport availability and has agreed with Kildare South Dublin Local Link to fund a development worker to carry out a specific piece of work to improve transport services in the most disadvantaged areas of the county.



## Goal 2

### a. Key achievements

*Outline what worked well and/or any particular achievements relating to the implementation of SICAP Goal 2.*



**Finding Your Feet Programme Presentation Teach Dara Kildare 2018**

- The Key Performance Indicator for Goal 2 was exceeded with 826 individuals supported on the caseload.
- The Youth Employment Programme supported 152 young people with 26 sourcing employment
- A total of 162 individuals gained employment with SICAP assistance including 87 who progressed to self-employment
- Industry certified and QQI accredited courses increased to meet demand with three HACCP/ Handling Food Hygienically / Career Preparation, two Home Repair & Maintenance programmes, seven Safe Pass and ten Manual Handling courses
- New courses were piloted in late 2018 to support the underemployed and those who are in precarious employment
- The first Finding Your Feet Programme was held in Kildare Town for individuals on a Job Seeker Transition Payment
- Thirteen Interview Skills workshops were held throughout the county.
- The C.V. Guidance Service assisted 173 individuals in 2018
- Two successful Kickstart Programmes were held with individuals gaining work placements and some retained in employment
- Almost 200 young people participated in positive mental health workshops

- 26 volunteers supported 61 children in an intensive reading support programme over a 15-week period
- CKLP contributed to a positive messages campaign for parents in Co. Kildare that reached over 20,000 parents



**Better Basics End of Programme Celebration, Naas Library June 2018**

**b. Challenges and barriers**

*Outline challenges and/or barriers that you have encountered in the implementation of SICAP Goal 2.*

- While the strategy is to target disadvantaged areas, this resulted in some courses having small numbers, and having to fill the course from a wider less disadvantaged area.
- There are difficulties in getting a commitment to participate in longer programmes i.e. six / eight-week courses (childcare and transport cited as reasons)
- Perceived duplication of Personal Action Plan process by clients who are also engaging with mainstream employment supports where a similar process is also required as part of the client's engagement with Job Path, LESN etc.
- Difficulty identified in getting a commitment from some clients who are only interested in benefitting from short (one /two day) courses to access employment.
- Youth engagement and support continues to be challenging. The success of the work has come as a result of ongoing follow up as commitment is an ongoing issue.
- Providing supports to clients who present with multiple issues of disadvantage including homelessness, addiction, mental health and unemployment.
- Developing training programmes for those in vulnerable employment has been problematic given the nature of zero-hour contract work and in trying to avoid duplication with KWETB contracted training.

- The identification of parents to participate in a reading support programme was a challenge in 2018. Engagement from disadvantaged areas through the outreach community development work did not occur as further time to build trust and engage individuals is required.
- SICAP had planned to deliver Youth Mental Health workshops in school settings but due to advice from the Department of Education and Office for Suicide Prevention, this was not considered best practice, and so the workshops around positive mental health were taken off site of school.
- Sub-contractors not returning data about numbers on time, posed challenges for reporting purposes

**c. Key learning**

*Provide details of lessons learned (e.g. actions taken to overcome challenges or what you would do differently) as well as examples of good practice (e.g. in engaging with the difficult to reach groups) and/or new innovative actions that worked well. Outline how the learning will be applied to the implementation of future Annual Plans.*

- As the number of unemployed has reduced significantly the range of supports offered by SICAP needs to adapt and change to meet the client needs. More confidence and esteem building are required before engaging in industry training requirements.
- Ongoing work is required to build cooperation and collaboration with other agencies to ensure that potential SICAP clients are referred to CKLP.
- The timing of some programmes needs to take account of other factors. For example, the Kickstart Programme in the autumn needs to be run earlier for work placements to be facilitated as the Christmas season made it more difficult to place people in 2018.
- As the referral of job opportunities has increased dramatically, internal systems and protocols with DEASP and other agencies need to be put in place, to ensure that SICAP clients are considered for these jobs.
- The positive messages campaign to parents has reached in excess of 25,000. Strategic use of Facebook with pertinent messages can have a wide-ranging reach in terms of communication of messages.

**2) Engagement with beneficiaries (max. 1,000 words)**

*Please provide an overview of engagement with beneficiaries with reference to the following headings:*

**a. Engagement strategies**

*Outline overall engagement strategies and those used for specific target groups e.g. outreach approaches, location of drop in offices, increasing engagement with particular target groups or those not engaged with previously.*

The key focus for SICAP 2018 in County Kildare has been to develop a strong outreach approach to support communities through the employment of Outreach Community Development Workers and to support individuals with an increased number and quality of interventions. The focus of

engagement strategies in 2018 has been on targeting the most disadvantaged areas to ensure that 26 per cent of all individuals supported under SICAP were from disadvantaged areas. An important aspect of this strategy has been the cooperation and collaboration between SICAP staff engaged under Goal 1 (Supporting Communities) and Goal 2 (Supporting Individuals). Five areas were identified in North Kildare and a further five areas in South Kildare for outreach community development work. These areas were identified as the most disadvantaged in the 2018 – 2022 Strategic Plan. From the initial engagement by Outreach Community Development Workers specific programmes were identified in four areas and put in place to support individuals. These ranged from soft supports and personal development to industry certified courses to assist local people to access employment.

During 2018, CKLP continued to hold Information Fairs targeted at the unemployed on a regional basis. In the past twelve months Fairs have been run in the following areas: Athy, Maynooth, Newbridge and Kildare Town, with a total of 504 individuals attending and 10 agencies/ service providers present to offer information and advice. DEASP assisted in the promotion of the event by mandating their clients to attend. Similarly, other service providers use these Fairs as an opportunity to meet clients and link them to services on offer at the Fair.

The approach taken with young unemployed people aged 18 - 25 has been to employ a dedicated Youth Employment Worker to take a youthwork approach to engaging with individuals across the county. While this work has been based in Athy and Kildare Town, supports have also been provided to young unemployed individuals in other areas responding to requests from agencies and local service providers. The focused approach in Athy has been carried out by engaging young people in youth cafes, an outreach office in Kildare Youth Services and other youth work settings and has involved 1:1 and group work interventions. The impact of the youthwork approach taken has encouraged many other young people to come forward to the extent that the project is now primarily operating on a self-referral basis.

While the focus of the youth employment work has been in Athy, CKLP has continued to work with the Hive Youth Hub in Kildare Town to provide a drop-in facility with the Youth Employment Worker once a week. Arising from the experiences of working with young unemployed people an evaluation of the approach has been prepared for publication. An application has also been submitted to Kildare Wicklow Education and Training Board (KWETB) for funding under the Youth Employment Initiative to expand the work to engage with 16 – 18-year olds.

For 2019 the engagement strategy is changing to increase the number of information sessions on an outreach basis in targeted disadvantaged areas on a monthly basis. This change in emphasis is being initiated to address the transport barrier that has been identified during 2018 and to offer smaller workshops that can be tailored to local needs in disadvantaged areas in North and South Kildare.





**Youth Employment Programme trip to Glendalough 2018**

**b. Publicity**

*Outline how you promoted awareness of SICAP and what has worked well and not so well.*

During 2018 CKLP contracted a local video production company to prepare a SICAP video as one of the ways to disseminate the SICAP 2018 – 2022 Strategic Plan and the supports that are available to individuals and communities. The ten-minute video provides an overview of the new 2018 – 2022 SICAP and the strategic approach that has been adopted by the Company. A number of individuals and groups agreed to participate in the video on a voluntary basis, providing personal testimonials as to how SICAP has been of assistance to themselves and their group (where applicable). The video was launched during Social Inclusion Week 2018 and has been very well received. It has been shown to a wide range of audiences including Kildare LCDC, inter agency groups and service provider staff groups as well as individual and groups interested in availing of SICAP services.

SICAP staff also invested a significant amount of time during 2018 to meet publicise the new SICAP strategy and to encourage cooperation and collaboration. This has included the development of relationships with new partners as SICAP 2018 – 2022 evolves and is expected to result in new initiatives to come on stream from 2019 onwards.

CKLP has maintained a high profile for SICAP across social media platforms with the most popular engagement through Twitter. All SICAP information and events (Goal 1 and Goal 2) 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

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



**Level 7 Community Development & Leadership course participants 2017 / 2018, Naas**

Specific initiatives and events have also been very important to the promotion of SICAP during 2018. These include the *Information Fairs* that are held on a regional basis each year 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.

The second Kildare Social Inclusion Week was a success again 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. SICAP supported the publicity for the Week which included promotional material and interview slots on local radio during the week to highlight initiatives and to raise awareness of social inclusion issues in the county.

Finally, the SICAP funded work being undertaken around youth unemployment received positive affirmation with the announcement that the numbers of young unemployed had reduced significantly in the Athy area. Local media included positive endorsements for the youth employment support work that has been based in the area since 2017.

**c. Target groups**

*Outline challenges or barriers to supporting particular target groups in 2018.*

The most significant challenges and barriers for the SICAP target groups in 2018 have been:

- **Transport:** The availability and cost of transport is the most common barrier to engaging SICAP target groups in further education, training and employment. The availability and cost of parking for individuals with their own transport has also been an issue over the last twelve months although this has been addressed in a limited way on some employability courses offered by CKLP.
- **Childcare:** the availability of affordable childcare is an issue in many parts of County Kildare particularly for women and especially where SICAP supports are being offered during school holidays.
- **Location:** the location of services and the availability of suitable premises has proven to be an issue taking into account the availability of transport, confidentiality and physical access to buildings.
- **Multifaceted Needs:** many young people engaged with during 2018 have multifaceted needs and require not just employment support but also access to mental health services, addiction services, counselling, housing and family support.
- **Lack of Inter Agency Cooperation:** working with the SICAP target groups, CKLP requires the support of and cooperation with a wide range of agencies and service providers across the county. For the most part this cooperation continues to be excellent with the majority of individual referrals coming from DEASP. However further work is required in Goal One to develop agreements and protocols for working with groups. Also, in Goal Two further work is required to build cooperation and collaboration with education / employment support agencies as negative experiences have disrupted SICAP client's engagement in programmes, affected group dynamics and undermined the importance of the programme being delivered.

**d. Emerging needs**

*Outline activities carried out to support emerging needs group (if relevant to your Lot) and identify key achievements and/or challenges experienced in relation to the supports for these groups. Have you identified any other groups that should be supported under SICAP?*

While an emerging needs group was not identified for 2018, SICAP work has continued to reflect the changing nature of the labour market with prominent issues affecting the target groups including homelessness and addiction particularly with young people, asylum seekers and refugees as well as the Traveller and Roma communities. Furthermore, the two most significant issues identified by individuals who engaged with SICAP in 2018 were jobless households and transport.

In order to address these issues CKLP has strengthened its collaboration with local service providers through its outreach community development work and Goal 2 staff engagement. It is also proposed to specifically tackle some issues like the lack of transport through a focused piece of developmental work in association with relevant service providers.



A pilot initiative was carried out in 2018 in Kildare Town targeting lone parents in receipt of a Job Seekers Transition payment. The learning from this pilot initiative was that significant personal development supports are required to support lone parents to make the transition to further education, training and employment. It is also evident that while there are childcare supports available through the Early Childhood Care and Education (ECCE) Scheme, the availability of affordable childcare is problematic in County Kildare.



Home Repair and Maintenance Course Naas Scouts Den 2018

**e. Client referrals from other agencies**

*Provide details of client referrals to SICAP from other agencies, including the level of referrals, the main agencies referring participants to SICAP, potential arrangements between agencies, what has worked well and not so well.*

47% of all referrals to SICAP in 2018 were received from the Department of Employment Affairs and Social Protection (DEASP). As SICAP supports all self-employment referrals from DEASP for County Kildare most 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 Two of SICAP.

16% of referrals for SICAP Goal Two services were from Local Community Groups. This includes referrals that were generated from the outreach community development work under Goal One and reflects some of the increased focus on disadvantaged areas.

9% of referrals of individual clients for support under Goal Two of SICAP were from other employment support agencies. This was evenly spread across TUS, Job Path and LESN. This reflects to some extent that SICAP is targeting those who are not engaging in mainstream employment services. It also reflects that there is room for further cooperation 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.

Referrals to SICAP were also received from Local Training Initiatives funded by KWETB and sponsored by CKLP. Referrals to the Youth Employment Programme were also received from Kildare Youth Services.

Protocols are in place between CKLP and DEASP and KWETB for referral of clients and it is hoped that a referral protocol will be established with Kildare LESN and Kildare County Council in early 2019 to further assist in the client referral process.

### **3) Annual Plan targets (max. 1,000 words)**

*This section looks at progress in relation to meeting the targets for SICAP during this reporting period. Please provide a brief update in relation to each of the headings below:*

#### **a. Key Performance Indicators (KPIs)**

*Provide an update in relation to progress against the agreed KPI targets. If applicable, outline the reasons why targets were not achieved.*

- CKLP has exceeded the targets set for the Key Performance Indicators for both individual clients and local community groups in 2018. This has been achieved by a continuation of the excellent ground work that had been carried out during SICAP 2015 – 2017. The contacts with Local Community Groups across the county and the outreach work undertaken by the Outreach Community Development Workers increased the number of LCG's worked with during 2018.

Under Goal Two there was an increased targeting of disadvantaged areas and an increase in the number of interventions with individuals. In 2017, just over 50 per cent of the caseload had two interventions while in 2018 the average number of interventions per individual had risen to 3.17 interventions per individual.

#### **b. Disadvantaged areas (as per HP Deprivation Index)**

*Provide an update in relation to progress against the agreed target. If applicable, outline the rationale for level achieved (e.g. difficulties encountered, particular disadvantaged areas targeted etc.).*

The agreed target for individuals living in a disadvantaged area was 26 per cent for the year ended 31<sup>st</sup> December 2018. By year end 25% of all individual clients engaged with were living in areas that are disadvantaged, very disadvantaged or extremely disadvantaged. Despite not achieving this target CKLP has significantly increased its performance since SICAP 2015 – 2017. This demonstrated that the new SICAP 2018 – 2022 Strategy has begun to strengthen the targeting of the Programme to the most disadvantaged areas. The new Strategy commenced implementation during 2018 with the recruitment of two Outreach Community Development Workers focused on working in the most

disadvantaged areas. A further aspect of the new Strategy is to improve coordination of SICAP across the two Programme Goals and to work with other service providers in the most disadvantaged areas to improve collaboration. The employment of a dedicated Youth Employment Support Worker also assisted the targeting of disadvantaged areas with two youth employment programmes run in Athy, which has the most disadvantaged areas in the County.

There are a number of factors to be considered in relation to the targeting of disadvantaged areas. 8.7% of the population in County Kildare live in disadvantaged areas (CSO 2016) and the vast majority of individuals supported by SICAP live in areas that are marginally above or below the 2016 Deprivation Index. This includes the Direct Provision Centre in Newbridge where SICAP has worked with groups and individuals who are asylum seekers and refugees. This also applies in Monasterevin where a new Direct Provision Centre has replaced the former Reception Centre. A further example is work engaged with the Traveller community in North Kildare where a halting site is in an affluent area. As with other examples provided, work with these individuals is not counted as part of the performance indicator. CKLP also receives referrals from a wide range of agencies to assist individuals who are living in private rented accommodation across the county and who form part of the target groups for SICAP in County Kildare. This is particularly applicable to referrals received from other agencies like DEASP, Job Path and the LESN.

The performance in improving the focus in disadvantaged areas is also noteworthy given the fact that recruitment for the new positions was only completed in May 2018.

It is expected that the impact of the 2018 – 2022 Strategic Plan will continue to strengthen during 2019 as actions in relation to community development and youth employment will continue to improve the focus on disadvantaged areas.

**c. Achieving a social inclusion focus**

*As targets have been significantly reduced, it is critical that SICAP 2018-22 can evidence a stronger social inclusion and targeted focus in programme delivery. Please outline how this has been achieved in 2018, giving clear examples and how you hope to continue and strengthen this focus in 2019.*



**Cameroon Dancers at Social Inclusion Week 2018 with Mayor Sean Power and County Manager Peter Carey.**

CKLP has achieved a stronger social inclusion focus in the implementation of the new SICAP 2018 – 2022 Strategy through a targeting of the most disadvantaged areas. Outreach work by community development staff linked individuals from four groups for one-to-one supports with the Employment Supports staff. This occurred in Ballymakealy, Ballitore, Kildare Town (Maryville) and Derrinturn. Work with the Kildare Grandparents Group and Naas Men’s Shed by the community development staff also resulted in Smart Technology training for these groups.

The employment of a full time Youth Employment Worker to engage with young people aged under 25 who were not in education, training or employment also intensified during 2018. Across the county 152 young people, many from disadvantaged areas and jobless households, were engaged with using a youthwork approach. This approach has also helped to inform the approach to working with other target groups and a separate evaluation is being finalised for publication in early 2019.

A pilot project was established in 2018 to work with lone parents in Kildare Town, who are in receipt of a Job Seekers Transition payment. It is planned to take the lessons from this pilot and to expand the range of supports to lone parents in 2019.

Building on the extensive engagement that has taken place in County Kildare with asylum seekers and refugees specific employability supports have been offered through SICAP. CKLP has responsibility

under the Kildare Integration Strategy to work with individuals leaving Direct Provision and to assist them to seek employment. It is planned to offer career guidance and mentoring to refugees in 2019 and with the opening of a Direct Provision Centre in Monasterevin, further resources will need to be dedicated to assisting new communities as a target group.

#### **4) Horizontal themes (max. 1,000 words)**

*Please provide examples of specific measures in place to promote the SICAP horizontal themes during 2018, including innovative work and practices that address these themes:*

##### **a. Promoting an equality framework (with particular reference to gender equality and anti-discrimination practices)**

The implementation of SICAP during 2018 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.

During 2018 SICAP supported a variety of thematic workshops organised by CKLP which addressed the company's overarching commitment to equality and anti-racism. Two Disability Awareness workshops took place, one in Celbridge in February 2018 and the other in Naas in November 2018. Positive Communication Workshops were provided for members of the Newbridge Asylum Seekers Support Group in May / June 2018. A further workshop on Respecting & Supporting Diversity was held in June 2018 in Newbridge. Separately Kildare Traveller Action were sub-contracted to supports to five voluntary Traveller groups in Kildare over the last twelve months.

As part of the SICAP collaboration for the County Kildare Integration Strategy Kildare Integration Network (KIN) has prepared a Diversity Charter which has been discussed with the Kildare Integration Strategy Implementation Group. SICAP also supports the employment of an Integration Project Worker in association with Kildare County Council and with grant assistance from Stephens Green Trust. While the focus of this work is to support individuals and families leaving Direct Provision a key aspect of the work is in helping individuals and families to overcome racism and discrimination in seeking private rented accommodation in County Kildare.

##### **b. Applying community development approaches (to achieve participation of disadvantaged and marginalised communities)**

As mentioned already the increased focus on disadvantaged areas and the targeting of community development work to the most disadvantaged communities has been a key feature of SICAP 2018 in County Kildare. This has been largely focused on geographical areas across North and South Kildare and is still at an early stage.

A specific initiative established during 2018 in collaboration with Kildare County Council was the development of a Traveller Roma Inclusion Strategy for County Kildare. It was recognised in advance of the strategy development that the inclusion of the Traveller and Roma Community needed to be



encouraged and it was agreed that outreach workers would be employed to assist with the consultative process for the Strategy. Following discussions with Kildare Traveller Action and Pavee Point two Outreach Workers were employed: A Traveller Outreach Worker and a Roma Outreach Worker. The Traveller Outreach Worker has been employed by CKLP and seconded to Kildare Traveller Action to engage on a 1:1 basis with members of the Traveller Community. As a result of this approach over 70 individuals took part in the survey and the Outreach Worker engaged Travellers in their homes and other locations as part of the outreach work. Similarly, the Roma Outreach Worker was employed by Pavee Point who also provided support and supervision as well as assistance in liaising with service providers on behalf of Roma families. This allowed the Outreach Worker to concentrate on the consultative process for the Traveller Roma Inclusion Strategy. The Roma Outreach Worker also engaged with over 70 individuals to complete a survey for the Strategy and focus groups were also organised in three locations.

The involvement of Travellers and Roma is a key element in the preparation of the new Strategy with both communities actively involved in the inter-agency steering group that is overseeing the work. As the Strategy moves to completion in early 2019 this community development approach will continue as the overall themes and strategies will mirror the key issues that have been identified through the consultative process with Travellers, Roma and service providers working with both communities.

**c. Developing collaborative approaches (with local - through the LCDC - and national stakeholders) Please identify any local or national stakeholders where collaboration has been positive and where there have been challenges.**

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 2018 the following are the main collaborations achieved by SICAP with other key stakeholders:

**Goal 1**

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

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

*Children & Young People's Services committee (CYPSC)*

*Strengthening Families Programme:* SICAP will provide staff support and funding to support the delivery of the SFP in collaboration with other stakeholders.

*CYPSC Strategic Plan:* SICAP will adopt agreed actions that are included in new CYPSC Plan

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

*Strategic links with SWRDATAF* 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, RDATAF, Older Voices Project, 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:* A first course was established in 2018 in collaboration with Kildare Youth Services and Foroige.

## **Goal 2**

*Information Fairs:* Four Information Fairs were organised by SICAP in Kildare in 2018 as a collaborative action involving DEASP, Kildare LESN, KWETB, Carlow IT, Maynooth University, Citizens Information Services, INOU and local service providers.

*Kickstart Project:* Two Kickstart Projects in 2018 were successfully organised in collaboration with Kildare LESN

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

*Heads Up (previously known as Mojo):* 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, KWEB, HSE, RDATAF, 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, RDATAF, Garda Síochána and McVerry Trust (Patron)

*Ability Project:* With SICAP support in 2018, 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

## 2) Updates to IRIS Database

*Please confirm that you have completed the following end of year requirements:*

<input checked="" type="checkbox"/>	A narrative for each of the 2018 Actions has been input in the <b>Update on Progress</b> field under the End of Year report section of the action record. The <i>08. Action Progress Report</i> can be generated to view the updates for each action.
<input checked="" type="checkbox"/>	2018 financial and beneficiary data input is complete.
<input checked="" type="checkbox"/>	2018 data quality issues identified on system dashboards and views have been rectified.
<input checked="" type="checkbox"/>	2018 data follow-up has been carried out, as appropriate (e.g. LLL activity outcomes, still in employment/self-employment).
<input checked="" type="checkbox"/>	ESF exit data has been recorded for Individuals who exited SICAP in 2018.
<input checked="" type="checkbox"/>	LDC contact information and staff member listing is up-to-date.
<input checked="" type="checkbox"/>	2018 End of Year Financial and Monitoring report (including the signed costs charged report and goal outcome reports) has been uploaded to IRIS.