



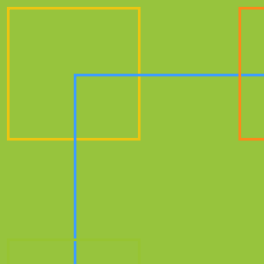
County Kildare
LEADER PARTNERSHIP



Annual Report

2021

Community Development
in an ever changing
Landscape.







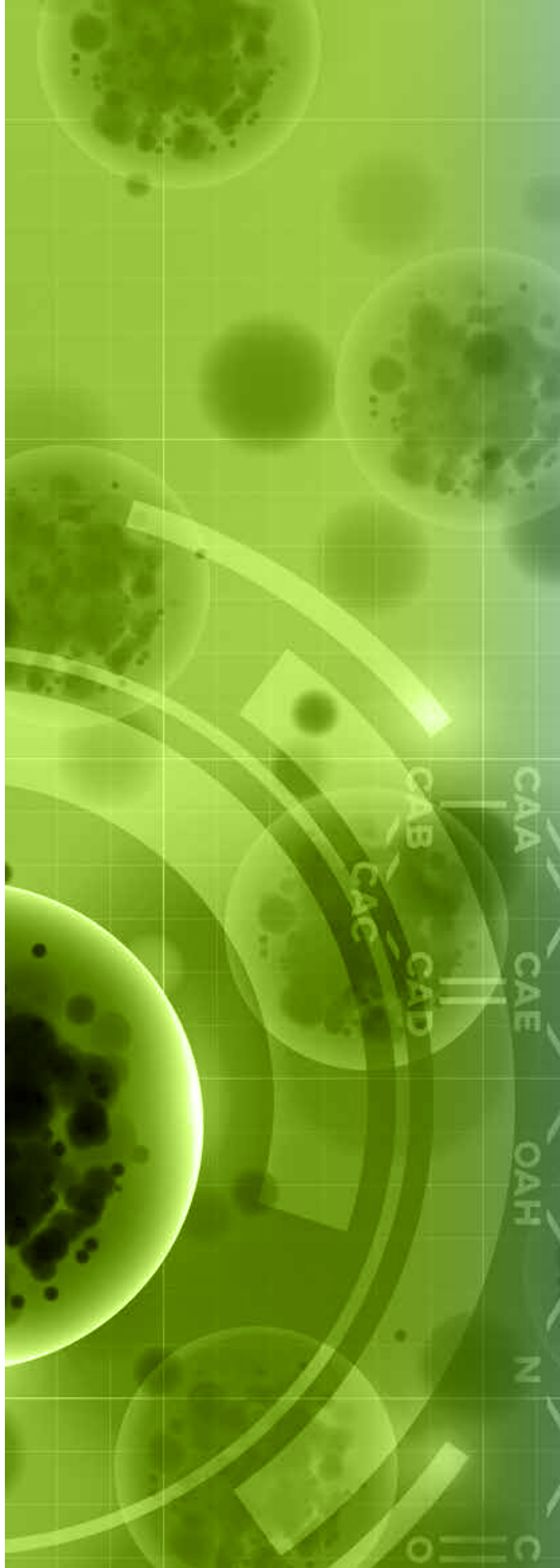
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INTRODUCTION

2021

A year of living
with COVID 19



2021 has been another year of living with COVID 19, the pandemic that has gripped the world since March 2020. Thankfully with the benefit of vaccinations the impact of the virus on our communities has receded slowly and social interaction has begun to improve. The impact of the pandemic on individuals and communities will take much longer to assess and address but it is positive to note that people have been able to return to work and that economic activity has bounced back with labour shortages in almost all sectors.

For CKLP the last twelve months has involved maintaining business continuity and the provision of services to individuals and communities within the public health restrictions. As the impact of the pandemic changed during the year, we adapted our service delivery as necessary. Throughout the pandemic it has been a priority of the Company to maintain contact with our stakeholders. While this has primarily been carried out remotely the response has been positive and rewarding.

The last twelve months have been busy for our Company and this report demonstrates the level of activity that has been achieved through the programmes that we manage on behalf of a range of Government Departments and agencies. Notable events have included the launch of the Barrow Blueway Economic Development Plan, the launch of the 2021 – 2026 Kildare Integration Strategy and a research report, on the Impact of Cocooning, produced by Older Voices Kildare and launched during Social Inclusion Week 2021, as well as a new range of training and mentoring supports for social enterprises. From a company perspective we have been engaged in the development of a Company Strategic Plan and the development of our new Community Development Centre in Kildare Town. An update on the development works in Kildare Town is included in this report.

Our Company Strategic Plan 2022 – 2027 is the first comprehensive strategic plan for our Company and when finalised in 2022 will mark the commencement of a new direction for CKLP. Our Board of Directors are committed to focusing our future on working with and on behalf of individuals and communities in County Kildare with a strong emphasis on building

the capacity of communities to engage and shape their future. The development of our Strategic Plan has depended on the engagement of a wide range of stakeholders including Board, staff, funders, agencies, service providers, service users and local community groups. All this input has been gratefully received and I hope that we will have an opportunity to acknowledge this support in person in 2022 when we launch the strategy.

In the meantime, I would like to thank everyone who has worked with or on behalf of CKLP during 2021 for your efforts and in particular our Board of Directors and Staff. I would like to thank the staff members who departed during 2021 for their dedicated service and to welcome staff who have joined recently.

In conclusion I wish to thank the agencies and Government Departments who contract our Company to provide the services that we offer, and I wish to acknowledge the individuals from a wide range of public and voluntary organisations who we cooperate with to undertake these activities. Finally, we depend on members of the public and local communities to engage in the services we provide. For this we are sincerely grateful and acknowledge your trust and support.



General / Social Inclusion Manager

CKLP's Vision, Mission and Values

VISION

During a dedicated session, as well as throughout the strategic planning as a whole, stakeholders were consulted as to what should be CKLP's Vision: the utopian, inspiring expression of what kind of the future the organisation wishes to work towards. CKLP's agreed Vision is:

"An equal, fair, and inclusive County Kildare, where all can flourish and realise their full potential"

MISSION

Stakeholders also helped to articulate CKLP's Mission: its statement of purpose and its roadmap towards to its Vision. This Mission statement forms the cornerstone of CKLP's future development and provides a jumping off point for the rest of the strategic plan.

"CKLP exists to advance social, economic, and cultural inclusion in County Kildare. We do this by supporting and empowering individuals and communities, and by working in partnership with all stakeholders in the County"

To support community groups and individuals to participate fully in social, economic, and cultural activity by contributing to the development of a vibrant, inclusive, and sustainable society in Co. Kildare

VALUES

Values to convey the ethos of an organisation, and the define the way in which it is committed to working. Values guide and inspire how an organisation goes about achieving its Vision and Mission. Again, developed and iterated with stakeholder input, CKLP agreed on the following Values:

- › Social justice
- › Equality
- › Person-centred
- › Community-led
- › Collaborative
- › Inclusive
- › Sustainable

Company Information

BOARD OF DIRECTORS 2021

Due to COVID 19 the Board of Directors met remotely during 2021 and a total of nine meetings were held during the year.

The Company completed a recruitment process for a volunteer Company Secretary in March 2021 and Edel Dunne took over the role from Paul Croghan who had served in the role since the incorporation of the Company. The Company Secretary is not a member of the Board of Directors.

Dan O'Loughlin who represented IFA resigned from the Board in April 2021.

GOVERNANCE CODE

During 2021 the Company continued the implementation of recommendations from a Governance Review carried out in 2020 and achieved partial compliance with the Charities Governance Code in October 2021. The remaining recommendations were:

- A Company strategic plan which commenced in 2021 and will be completed by June 2022.
- A Board Effectiveness Review which will be completed by December 2022
- Preparation of the Company accounts to SORP requirements, which will be undertaken from 2022 onwards
- A Stakeholder Engagement policy and process which will be completed in August 2022

Board of Directors		
Colm O'Gógáin	Chairperson	Private Sector
Syl Merrins	Vice Chairperson	Community Sector
Evie Sammon	Treasurer	Kildare County Council
Anne Breen		Kildare County Council
Anne Connolly		Kildare County Council
Derek Barter		Maynooth University
Dan O'Loughlin		IFA (Resigned)
Fiona McLoughlin Healy		Kildare County Council
Noel Dempsey		County Kildare Chamber of Commerce
Zoryana Pshyk		Community Sector

SICAP 2021

SUPPORTING INDIVIDUALS

The ongoing uncertainty around COVID 19 throughout 2021 meant that most of the engagement with individuals during the year was carried out remotely. The changing levels of restrictions also allowed some classroom-based activities to occur in the early autumn but most activity was carried out by phone, Zoom or email in the last twelve months.

There was a very positive response from individuals to phone calls from SICAP staff at the start of the year and many individuals continued to engage regularly with an increase in the average number of interventions per client recorded.

Individuals expressed a desire to participate in online courses and requested assistance with updating their CV. Anxiety and concerns about their mental health were mentioned by many individuals and a need was identified to build their self-confidence. The 1:1 engagement by phone or Zoom was welcomed and there was a noticeable uptake in online courses as a result of the interventions by phone to build a relationship with the individual.

Many individuals were motivated to seek employment despite the pandemic and their needs related to industry standard courses offered by SICAP. Other individuals were interested in improving their skills but were not actively seeking employment for a variety of reasons including childcare and family responsibilities, transport, underlying medical conditions and lack of motivation. Needs that emerged during 2021 included lack of access to digital technology and language proficiency to participate fully in online courses. Some of the SICAP target groups were also difficult to engage online and this issue was heightened by the lack of face to face contact for most of the year.



LOCAL COMMUNITY GROUPS

SICAP staff contacted Local Community Groups and existing SICAP beneficiaries to identify needs and put in place supports. The needs were identified through contact with community groups, service providers and individuals with a good knowledge of the local area. This engagement took place primarily through phone conversations and outdoor social distancing meetings. Community groups appreciated and acknowledged the supports.

The following needs were identified through this engagement process:

- Older people who were forced to cocoon and living alone were a concern for local communities. There was heightened concern for older people who have a disability or have mental health issues.
- Food and medicine deliveries were identified as needed in some areas.
- In isolated rural areas older vulnerable farmers were identified as requiring a check in on their welfare and to assist with farm tasks.
- The limited access to community centres, community shops, resource centres, addiction centres and services, youth clubs and drop-in centres, libraries, sports facilities, and gyms deprived SICAP beneficiaries of social interaction and access to local services.
- Concerns around mental health and wellbeing arose from an early stage in conversation with SICAP beneficiaries.
- Many local community groups expressed their inability to engage and avail of online supports. The needs varied from lack of knowledge and access to technology – equipment and broadband/ Wi-Fi- to an inability to use online platforms like MS Teams and Zoom.
- As the pandemic continued during 2021 digital poverty became an increasing issue with concerns for older community members living in rural communities.

- A lack of local rural transport has been identified as an issue in rural communities.
- Some of the needs identified include business planning and financial management, income diversification, digital innovation and online and digital marketing, health and safety training, governance training, GDPR training and HR management.
- Adapting to changing circumstances and new opportunities due to the COVID-19 pandemic is the overwhelming need identified among Social Enterprises in County Kildare.

CHILDREN AND FAMILIES

During 2021 supports for children and families were adapted to address concerns raised by the impact of the pandemic. A need was identified through the School Completion Project clusters to address food poverty and to provide activities for children while schools were closed.

Later during 2021 expressions of interest were sought and needs identified included a request to provide organised lunch time activities to improve discipline. Other issues which emerged during the pandemic included school refusal, increased levels of anxiety among young people as well as disengagement from school communities for some hard-to-reach young people.

COVID 19 had a significant impact on SICAP work with children and families as a number of interventions did not take place due to public health restrictions.

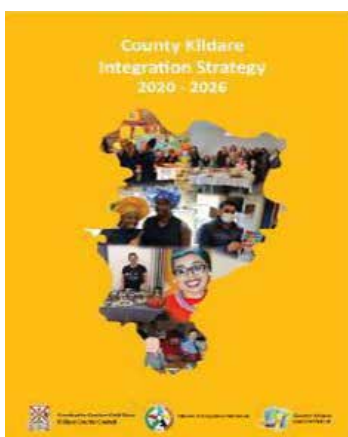
Response to beneficiaries' needs in 2021

As the pandemic progressed during 2021 engagement by SICAP was predominantly carried out remotely. The strategy adopted at the beginning of the year was to re-engage with all individuals and groups that had been supported in 2020. This process was carried out remotely and almost entirely by phone initially. This check in approach was appreciated by the target groups as they had limited social contact and much of society was closed except for essential services. There was a higher response to phone calls than experienced in pre COVID19 times and once contact had been established many individuals and groups continued to engage thereafter as witnessed by the average number of interventions per community group and individual.

Given the public health restrictions new ways of engaging new individual clients and community groups were required and the use of social media played a significant role in 2021 in reaching out to individuals and groups that had not availed of the services of SICAP previously.

The launch of our new easy access website, and expansion of our social media presence helped significantly. Facebook, Twitter, Instagram, YouTube and LinkedIn were used to promote SICAP Courses, Workshops and Job Opportunities. Launches of the Integration and Blueway Strategy were conducted through webinar online. Information sessions were held over ZOOM, by SICAP Employment Support Workers on a One to One Basis.

Participation in online meetings, consultations, courses, and webinars improved as the year progressed although barriers were identified for some of the SICAP target groups. The engagement of Traveller and Roma online was difficult to achieve and issues with language proficiency and digital poverty occurred in reaching out to asylum seekers, refugees, and migrants. This was further accentuated by overcrowding in accommodation and the lack of personal space to engage on a 1:1 basis. In some cases Local community groups ceased operating to a



COUNTY KILDARE
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STRATEGY
2020-2026

larger extent, yet SICAP supports continued across a number of areas. Phone calls, online communications, local knowledge and socially distance meetings were carried out in order to meet vulnerable community groups and individuals.

Engagement with community groups and social enterprises was carried out remotely and upskilling was required initially around the use of Zoom and MS Teams. All training including third level courses was delivered to community groups online but towards the end of the year there was a level of 'online fatigue', that set in among groups as people grew tired of online workshops.

BENEFICIARIES SUPPORT NEEDS

The types of supports required by beneficiaries during the year varied across the programme.

County Kildare LEADER Partnership held meetings with community groups online to assess needs and to adapt the range of supports within the Company to meet local needs in North and South Kildare. The overwhelming reaction during 2021 was a request to maintain contact with the groups, provide them with an opportunity to network online through Zoom and to continue to identify funding programmes that would allow them to continue to survive until the pandemic subsided.

A total of 86 Local Community Groups were engaged in 2021 with an average number of almost eight interventions per group registered with SICAP.

Fourteen social enterprises were supported to avail of a range of training workshops in the first six months of 2021. These included Financial Management, Business Planning, Online Marketing, Digital Marketing, Governance Training, and Health & Safety.

Following a successful joint application, funding was approved by the Irish Local Development Network, under the Dormant Accounts Fund, towards the Offaly/Kildare/Laois consortium for the delivery of the Social

Enterprise Regeneration Programme in each county. The programme which commenced in Kildare in October 2021 will be delivered up to the end of April 2022 and includes the following elements: Strategic Planning and Income Diversification Training, Digital Innovation, Capacity Building, Health and Safety Training and Governance Support

SICAP funded a Kildare Social Enterprise Promotional video which highlights the work of County Kildare LEADER Partnership in the Social Enterprise arena and features four successful Kildare based social enterprises: The Old Hardware, Narraghmore, McAuley Place, Naas, Sensational Kids and Lullymore Heritage and Discovery Park.

The launch of the Social Enterprise Regeneration Programme and the Kildare Social Enterprise Video took place online Kildare in October 2021 with volunteers and staff from a number of Kildare-based social enterprises in attendance for the first meeting of a new social enterprise network. Assistance was also provided to a number of Kildare-based Social Enterprises to apply for funding under the Small Capital Grants Programme 2021.



EXAMPLES OF FLYERS FOR COURSES



IMAGES FROM THE SOCIAL ENTERPRISE PROMOTIONAL VIDEO

A total of 797 individuals were engaged on the SICAP caseload in 2021 with an average of almost six interventions per individual. The range of supports varied across Goal Two of the programme with a menu of options provided to encourage young people aged under 25 to engage. A fuller description of the supports provided by the Youth Employment Service is included later in this report.

Due to the ongoing restrictions and the lack of opportunities to provide classroom based and face to face engagement most supports were provided online or by phone. In addition to the registration of clients and assistance with the preparation of a personal action plan online supports also included CV preparation and job seeking skills, industry certified training courses, personal development programmes like the Six Dishes healthy food course as well as 1:1 support for clients who were interested in becoming self- employed.

The range of online courses included Manual Handling, Basic First Aid, Infection Control and Food Hygiene (HACCP) and 744 individual training licences were funded by SICAP for clients.

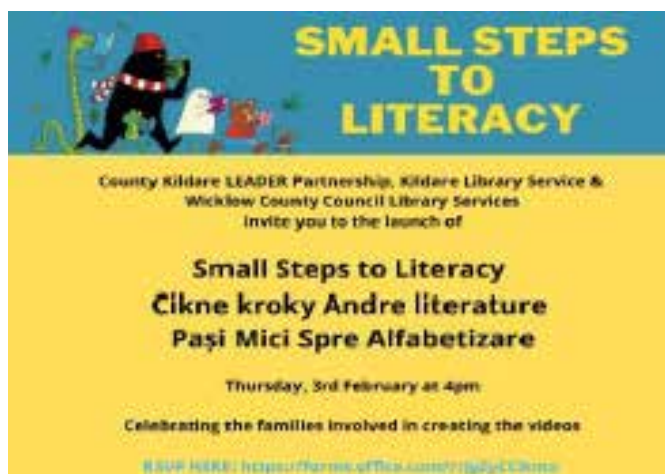
A QQI Level 4 Home Repair Care & Maintenance course had been planned, however, this couldn't happen under Covid guidelines, therefore had to be postponed.

The benefits of online training include the opportunity to reach individuals across the county from areas which have poor transport links, provides the flexibility for individuals who have caring responsibilities and provide a quicker solution for those who require certification to take up employment in the short term. As described elsewhere in this report the challenges of digital poverty were overcome to an extent in 2021 by being able to provide devices on loan to course participants. This was well received and has worked well in the past year.

Supports for children and families are primarily offered through in school supports in collaboration with the School Completion clusters in the county. Schools were closed from January to March for students and therefore the activities planned for Breakfast and Homework Clubs were not possible. In some cases, School Completion Programme Co-ordinators used some of the funding to support other actions, such as resources to support study at home. When students returned to school in March and April 2021 some activities were organised for students where this was possible in line with Covid restrictions in the individual schools. Despite the long period of time that students were not physically in school, approximately 155 young people were supported on their return to school through food provision either at breakfast or lunch time.

A total of 863 young people were engaged in activities during 2021 with new actions including Jump a Grade, the online tuition support for students from disadvantaged backgrounds.

As part of the implementation of the Traveller Roma Inclusion Strategy the Yellow Flag programme is continuing in St. Conleth's College, Newbridge and will be expanded to Maynooth Community College and St. Mary's Naas, in 2022.



*THE VIDEOS WILL BE LAUNCHED IN EARLY 2022.
THIS INTERAGENCY INITIATIVE IS CO-ORDINATED BY
SICAP AND IS NAMED AS AN ACTION IN THE CURRENT
KILDARE CYPSC THREE-YEAR PLAN.*

Infant Literacy videos which have been developed on a collaborative basis were finalised in 2021 and were shared with SICAP and Kildare & Wicklow Library services. This has been a significant piece of work and engaged Traveller and Roma communities in the creation of the resource, which has developed relationships and opportunities to support these communities.

In North West Kildare through SICAP outreach community development work a need arose to address social isolation within the farming community during the pandemic. As a response a collaboration was developed between SICAP and the Irish Farmers Association and with the support of Macra na Feirme, a befriending phone service was developed. As a result, ten farmers received a weekly check in call from farming volunteers within the community. The experience gained from this collaborative engagement has identified a need to consider ongoing supports for smallholders again in County Kildare.

One of the actions also impacted by COVID 19 has been the development of social farming in the county. With the assistance of funding under Healthy Ireland people with disabilities gained the opportunity to engage in farm tasks and with farm families. Despite the impact of COVID 19 the social farming placements went ahead and it is planned that SICAP will support the expansion of social farming opportunities in 2022 across the county.

COLLABORATIONS & JOINT INITIATIVES WITH LOCAL PARTNERS

SICAP continued to collaborate with local partners in 2021 to address the needs of the target groups. The implementation of the County Kildare Traveller Roma Inclusion Strategy was facilitated through an implementation group that has engagement from all the key state agencies, service providers and voluntary organisations. A collaborative approach was taken to support an application by Kildare Traveller Action CLG for Community Development Project funding to DRCD. The requirement for a strong Traveller community development organisation was a key element of the Traveller Roma Strategy. Unfortunately, the application to DRCD was unsuccessful and SICAP has subsequently funded a capacity building initiative with the Board of Kildare Traveller Action CLG with a view to strengthening its capacity to seek core funding at the next available opportunity.

SICAP continued to co fund with Kildare County Council the post of Inclusion Strategies Coordinator and a Traveller Community Development Worker. During 2021 much of the work around implementation of the Strategy continued to focus on COVID 19 supports to the Traveller and Roma communities including the homeless and children and families.



SAMPLES OF COURSES AVAILABLE FOR INDIVIDUALS



PHONE A FARMER FRIEND, AND BEFRIENDING VOLUNTEER FLYER, 2021

The most significant event of the past year was the launch of the Kildare Integration Strategy 2020 - 2026 in October 2021 by Roderic O'Gorman T.D., Minister for Minister for Children, Equality, Disability, Integration and Youth. The strategy led by Kildare County Council and co funded by SICAP and Kildare County Council is the second county strategy and was developed during COVID 19 in 2020 and 2021. As the consultative process was a participatory approach there were challenges during the pandemic in ensuring that there was a real sense of involvement by people from ethnic minority and new community backgrounds. This was achieved by a survey of community members which was translated into ten languages: Polish, Lithuanian, Slovak, Romanian, French, Portuguese, Russian, Ukrainian, Georgian, and Arabic. A total of 110 individuals completed the survey of thirty-six different nationalities with 70% of this completing the survey being women.

A separate survey was conducted with service providers with a response from fifty-three service providers across a wide range covering health, education, employment supports, policing, volunteering, and community development. The surveys were hosted on the websites of Kildare County Council and County Kildare LEADER Partnership during the consultative process. Eleven focus groups took place online including specific focus groups with women, Direct Provision residents, students and Comhairle na NÓg members. A total of eleven people attended the focus groups online.

Since the launch of the Integration Strategy, an Implementation Steering Group has been established to oversee the implementation of the strategy and includes representation from key state agencies, service providers and community /voluntary organisations. The implementation of the strategy is supported by the SICAP Inclusion Strategies Coordinator and a number of key actions in the Integration Strategy will be led by SICAP.

There are a number of other significant collaborations that took place during 2021. The sixth annual Kildare Social Inclusion Week was held from 24th September 2021 to 2nd October 2021 as a collaboration between Kildare Public Participation Network (PPN) and SICAP. All the events took place online and the range of events in 2021 included information sessions, seminars, webinars, the launch of a research report by Older Voices Kildare and the launch of the Kildare Integration Strategy. The closing event was hosted by Newbridge Family Resource Centre and was held outdoors in their new sensory garden.

In North West Kildare an initiative led by SICAP has focused on the needs of individuals and communities in this rural area which has depended on peat extraction for fuel and employment up to now. SICAP reconvened an inter-agency group in 2021 which had originally met just before COVID 19. The group which included Department of Social Protection (DSP) and TFI Local Link Kildare South Dublin, and local community groups and social enterprises clearly identified transport as the most significant issue affecting individuals and groups.



As a result of the collaborative engagement a number of developments have occurred. Local submissions have been made to the National Transport Authority as part of the Connecting Ireland consultative process. These have included submissions for a service from Allenwood to Athy serving Lullymore, Rathangan and Monasterevin. Local Link has also engaged with the National Transport Authority to develop a new service which will link communities in North West Kildare to Naas via Sallins Train Station. A local community survey has also been conducted in the Johnstownbridge area led by the local BREDA group and supported by SICAP. Arising from the promotion of this survey there have been service improvements locally facilitated by Local Link and the NTA.

SICAP continued to work closely with other programmes managed by County Kildare LEADER Partnership during 2021 to provide a companywide response to the pandemic and worked with other agencies in County Kildare around specific thematic issues including food poverty, digital poverty, and support for older people. Coordination staff within the Company met weekly to oversee the implementation of the CKLP business continuity plan and to discuss the implications of public health advice and restrictions for the delivery of services to individuals and communities.

Within County Kildare LEADER Partnership SICAP worked with all other programmes which include the Asylum and Migrant Integration Fund (AMIF) and the Roma Employment Programme, (both funded by Department of Justice), Older Voices Kildare (HSE), TÚS and RSS schemes (DSP), Social

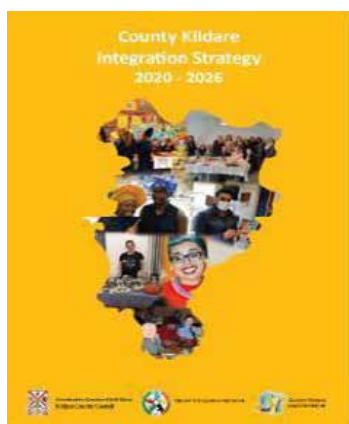
Enterprise Training and Mentoring (DRCD/Dormant Accounts) and Heads Up Programme (HSE). SICAP also collaborated with hosted projects in the company including Kildare Sports Partnership, Kildare PPN and Healthy Ireland.

Networking meetings with local community groups were organised on a company wide basis involving staff from various programmes that engage with local community groups. These online meetings also provided an opportunity to clarify the Company's business continuity plan especially where community groups are dependent on TÚS/RSS and CE to support local community services. Arising from these community meetings a series of online thematic workshops were organised to support groups to prepare to adapt to a post COVID 19 environment.

SICAP collaborated with Heads Up Kildare to support the delivery of "Moving on Kildare," a rural intervention aimed at supporting men aged over eighteen with their mental health and personal wellbeing. SICAP assisted with the organisation of workshops in Allenwood and referred individuals engaged through outreach community development work in the North West Kildare area.

SICAP collaborated with Older Voice Kildare and assisted with their Befriending phone service and the collection and delivery of food, medical and fuel supplies. SICAP provided funding for food hampers in December 2021 which were provided for vulnerable older people identified by Older Voices Kildare and social services. SICAP also collaborated with the South Kildare Small Jobs Service which commenced operation during 2021. This service run through the Enterprise Skills CE Scheme, funded by DSP, provides a service for older people, and carries out small household jobs. SICAP supports included access to social enterprise training and mentoring as well as assistance with fundraising.

SICAP collaborated with TÚS and RSS to provide training for participants including manual handling and CV preparation and TÚS also assisted with the delivery of food parcels and donations of food by local retailers to food banks.



*COUNTY KILDARE
INTEGRATION
STRATEGY 2020-2026*

SICAP collaborated with Kildare Sports Partnership, Healthy Ireland, and Kildare Traveller Action CLG and organised a six-week Inclusion Through Sports Programme open to member of Kildare's ethnic minority communities including the Traveller community.

Engaging new communities was also supported through a number of cross-programme initiatives including a Migrant Women's Civic Engagement Programme in collaboration with Kildare County Council and CKLP's Integration Programme, facilitated by AkiDwA.

SICAP CKLP cross programme collaboration with Kildare Roma Employment & Roma Health Programmes supported the engagement of the Roma community in 2021.

LOCAL COMMUNITY GROUPS AND SOCIAL ENTERPRISE SUPPORTS

During the pandemic many groups have been unable to meet due to public health restrictions and lack of premises. Others have adapted their facilities and organised outdoor gatherings. Na Fianna Men's Shed is based in Allenwood, Co. Kildare and has its own Shed and twenty-two active members. The group has availed of SICAP support through outreach community development work in the North West Kildare area and are one of a number of groups who actively participate in networking and training organised in the county.

The group had received a donation of a vintage tractor a couple of years ago, but the tractor was required significant work. During COVID 19 the group decided to rebuild the tractor almost from scratch. This project was started and completed during 2021 with the members of the Men's Shed sourcing parts and undertaking the restoration project. Once completed, and as the group already had their own tractor, they decided with the consent of the previous owner to raffle the tractor and donate the nett proceeds after restoration costs, to their local Saint Vincent De Paul branch. The raffle was a wonderful success, and the group was able to present a cheque for €4250 to SVP.

According to Johnny O'Callaghan, Chairman of Na Fianna Men's Shed it was a great community project, "We were so pleased to have played such a vital role in this project, and our members with their various skill sets did a wonderful job".

WAYS OF WORKING IN 2021

SICAP staff have continued to work remotely during 2021 in line with the guidance provided by Government. Staff have been provided with the equipment and supports to work effectively from home.

SICAP staff meetings have been held monthly via Zoom and SICAP Team Leaders engage on a weekly basis as part of the Coordination Staff group which monitors implementation of the company business continuity plan. While outreach community development work was impacted by a lack of face-to-face contact with community groups, food and medicine deliveries continued throughout COVID 19 in some areas as well as supporting older farmers in isolated rural areas. Staff have provided continued supports to groups through zoom meetings, WhatsApp groups, email, texts, and phone calls.

With COVID 19 restrictions in place, three Level 7 courses (Community Development & Leadership, Youth Work Studies and Equality Studies) were completed online for the remainder of the academic year and a new Youth Studies Course commenced in September 2021 on an online basis also. The SICAP Level 7 course coordinator built a relationship with the groups by joining the online classes for quick check-ins, and holding group check-ins on Zoom, outside of class time. Contact was also maintained on an ongoing basis via group emails, as well as individual emails and text messages.

Where public health restrictions have allowed classroom-based activity some courses have taken place in person. These have included Safe Pass although there are stricter SOLAS guidelines i.e., smaller numbers, maintaining social distancing and providing a recent Covid Commencement Training certificate. Using the CKLP training rooms restricted the numbers further (due to space), and an attempt to



RESTORED TRACTOR IN ALLENWOOD

use a local hotel also proved difficult as many of the participants did not have Covid certificates required for the hospitality sector. Under the current Solas guidelines it has proved to be more effective to use local community halls which has facilitated courses in Athy and in Johnstownbridge as part of the outreach strategy in both areas. Some planned courses like the QQI Level 4, Home Repair Care & Maintenance course were postponed due to the restrictions and will be offered again in 2022. Face to face engagement took place with self-employment clients where public health restrictions permitted but in the main this work was carried out through Zoom meetings throughout the year.

CHALLENGES FACED AND LESSONS LEARNED DURING 2021

The delivery of SICAP has faced a number of challenges during the last twelve months. Given the experience of 2020 when Key Performance Indicators (KPI's) had to be reviewed, and the uncertainty that has prevailed throughout 2021 around the impact of the pandemic on public health, it has been difficult to implement the programme and to maintain a focus on the most disadvantaged.

With the assistance of social media and the connection of SICAP staff with local communities, individuals and groups have availed of SICAP services which has resulted in KPI targets being exceeded again in 2021.

Despite the difficulties in engaging with disadvantaged communities almost 24% of individuals on the SICAP caseload were from disadvantaged areas. Compared to 2020 where 20% of individuals engaged with lived in disadvantaged areas this is a notable achievement and is close to pre pandemic results for the programme.

The success in achieving targets in 2021 has been based somewhat on the lessons learned in 2020 about how to deal with an inability to engage in face-to-face contact and the importance of re engaging with individuals and community groups at the start of each year. This process was undertaken in January 2021 and developed relationships with individuals and groups, firstly by revisiting personal action plans and community group plans and identifying progression options that met the individual or group needs.

In moving to online delivery of supports in 2020 a challenge identified was the inability of some individuals and groups to avail of supports due to digital poverty. By 2021 this was overcome by offering the loan of tablets for many of the online courses offered under Goal 2. This was notable with young people availing of support from the SICAP Youth Employment Service where demand sometimes outstripped supply.

A further aspect of digital poverty became apparent in the delivery of third level courses where some students on the Level 7 courses needed access to a laptop to complete course work and assignments. This challenge has been overcome for courses for the 2021 / 2022 academic year although the learning is that provision needs to be made in future years for access to digital equipment for participants on any online courses offered by SICAP. With the collaboration of other programmes managed by the Company it is hoped that there will be access in future to an adequate supply of tablets and laptops. While outreach work has been difficult to engage in during 2021 new strategies have been developed to reach residents in disadvantaged areas. These have included collaboration with Community Workers in Kildare County Council to organise outdoor information sessions in local authority estates and the organisation of healthy food initiatives.

An online healthy food programme called Six Dishes Six Weeks, was developed to engage with individuals in the most disadvantaged areas. Two courses were delivered during 2021 and the main focus was to target people in disadvantaged areas experiencing food poverty and to stimulate activity and socialisation. Due to public health restrictions both courses were delivered via Zoom. Over half of the participants had no previous experience of the Zoom platform and required assistance initially to use it. The course involved the development of a recipe booklet based on Safefood Ireland's website. Each of the six recipes had a corresponding video which was shown to the group each week and fresh food packs were delivered to participants each week. The impact of the healthy food project is that it has established engagement in the most disadvantaged areas which can be further developed in 2022.

Despite the achievements noted in this report there are challenges that have been identified which will require a concerted inter agency approach to tackling post COVID 19. These challenges are in relation to target groups that have been disproportionately affected by COVID 19 and have been recognised nationally in the Mid Programme Review. The agreed priorities for SICAP in 2022 and 2023 will focus on Traveller / Roma, New Communities, Older People, Long Term Unemployed and Mental Health (including young people). This mirrors the challenges faced by SICAP in County Kildare where the lack of face-to-face engagement has impacted most significantly on engagement with Travellers, Roma, and New Communities despite a high level of cooperation among agencies and service providers.

This cooperation and collaboration have been nurtured through the development of the Traveller Roma Inclusion Strategy and the new Kildare Integration Strategy and supported with significant financial investment by SICAP and Kildare County Council in particular. These supports will be increased further in 2022 to strengthen the engagement of Travellers, Roma, and New Communities in employment as well as further community development supports to promote the engagement of these target groups in decision making processes.

The SICAP Youth Employment Service engaged with 218 young people through 1:1 and Zoom sessions in 2021. In terms of progression 92 young people moved on to employment and 25 progressed to further education.

The approach adopted by the Youth Employment Service during COVID 19 has been to organise a Youth Employment Programme based on two 40-minute Zoom sessions two days per week over an eight-week period. Soft skills offered included self-confidence, self-esteem, communications, and teamwork along with driver theory. The sessions also included four forty-minute sessions of work preparation, cover letters, C.V.'s and interview techniques. Four Youth Employment Programmes were offered during 2021 and each programme included a specific topic of interest. These included Mobile Phone Photography, Herb and Salad Growing (packs of seeds etc delivered to 24 young people), Health and Fitness (in collaboration with Kildare Sports Partnership), Cookery (delivery of ingredients to 27 young people on weekly basis for 6 weeks) and Environmental Awareness.



A Barista one day training course was organised in collaboration with KWETB for fourteen young unemployed and a further fourteen participants successfully completed Safe Pass training. A Resilience Through Art course was run for 6 young people with specific needs in Leixlip, funded by KWETB Community Education Service who have also agreed to fund another course in 2022 for six young people in the south of the county.

SICAP conducted a targeted promotion of the Youth Employment Programme with the Traveller community in 2021 and there are currently seven young people that have identified as Travellers although there a number also who have not identified. SICAP Youth Employment Services also conducted a targeted promotion in the Direct Provision Centres in Newbridge and Monasterevin in 2021. To date twelve individuals have engaged with the service. Outreach work has also been undertaken at Community Roadshows in disadvantaged estates in Bishopsland Kildare Town, Clonmullion Athy and Moate View Kilmead.

The Youth Employment Service has thirteen devices (tablets) available to loan to young people for use on Zoom and/or to complete online courses, all of which were allocated during the year.



FLYERS FOR YEP 1 AND YEP2, MODULES VARY ON EACH PROGRAMME

The Rural Development Programme (LEADER)



The LEADER Programme focuses on rural economic, social and community development, based on the “EU Long Term Vision for Rural Areas”

and the National Strategy “Our Rural Future”. It has operated in County Kildare for the past 25 years, supporting innovative communities and individuals all around the county as they addressed economic, social, and environmental challenges and responded to gaps in services. It is based on a vision for rural communities, focused on improving rural quality of life, achieving balanced development in Kildare, and stimulating economic growth.



2021 Progress

2021 saw the final three months of the LEADER Programme 2014 – 2020 and the start of a Transition Programme 2021 – 2022 put in place to continue support for communities until the new LEADER Programme 2023 – 2027. Here is a flavour of some of the initiatives which were supported.



FIGURE 1 NEWBRIDGE FAMILY RESOURCE CENTRE

ANALYSIS AND DEVELOPMENT

The LEADER Programme in Kildare sees itself primarily as a strategic and development programme and has focused on supporting strategic planning in the projects that were awarded funding in 2021. Newbridge Family Resource Centre, Kilcullen Community Action, and Ballymore Eustace Community Development Association were each awarded funding for this genre of project. This is a key part of LEADER work – to support communities to identify their own needs and priorities and enable them to design responses to them.

After successfully finishing works on their sensory garden in March 2021, Newbridge Family Resource Centre were awarded funding in July 2021 to produce a Strategic Plan to cover the period 2022 to 2027. The purpose of developing the plan is to plan for the future development of the organisation in terms of evolving national policy and local needs.

Enterprise

Locally based enterprises help to maintain the fabric of rural communities, providing jobs and supporting ancillary services. The LEADER Programme has actively supported local entrepreneurship with the goal of having more people working in rural Kildare, and to decreasing the proportion of Kildare inhabitants who commute long distances to work. One small local enterprise which was supported is Robert Kirwan Forestry

Robert Kirwan is a specialist forestry contractor who works in native woodlands and promotes Continuous Cover Forestry. He was awarded LEADER funding at the May 2021 LAG meeting to purchase a specialist 12 tonne log trailer with a long reach crane, driven wheels and a brash container. After several and COVID-19 and Brexit-related delays, the trailer has been in use since July 2021.

Some of the economic ideas which have been supported have been based on farm diversification, improving the value-added of farming and agri-food activities, while adding to the overall diversification of the rural economy. One such projects is the Grey Farm Partnership

Grey Farm Partnership were awarded funding in December 2021 towards a direct-sales fresh milk enterprise on their dairy farm near Prosperous, Co. Kildare. This project enables the direct selling of fresh milk directly to the customer using a vending machine and reusable glass bottles.



FIGURE 2 KILCULLEN COMMUNITY DEVELOPMENT FACEBOOK PAGE

Community

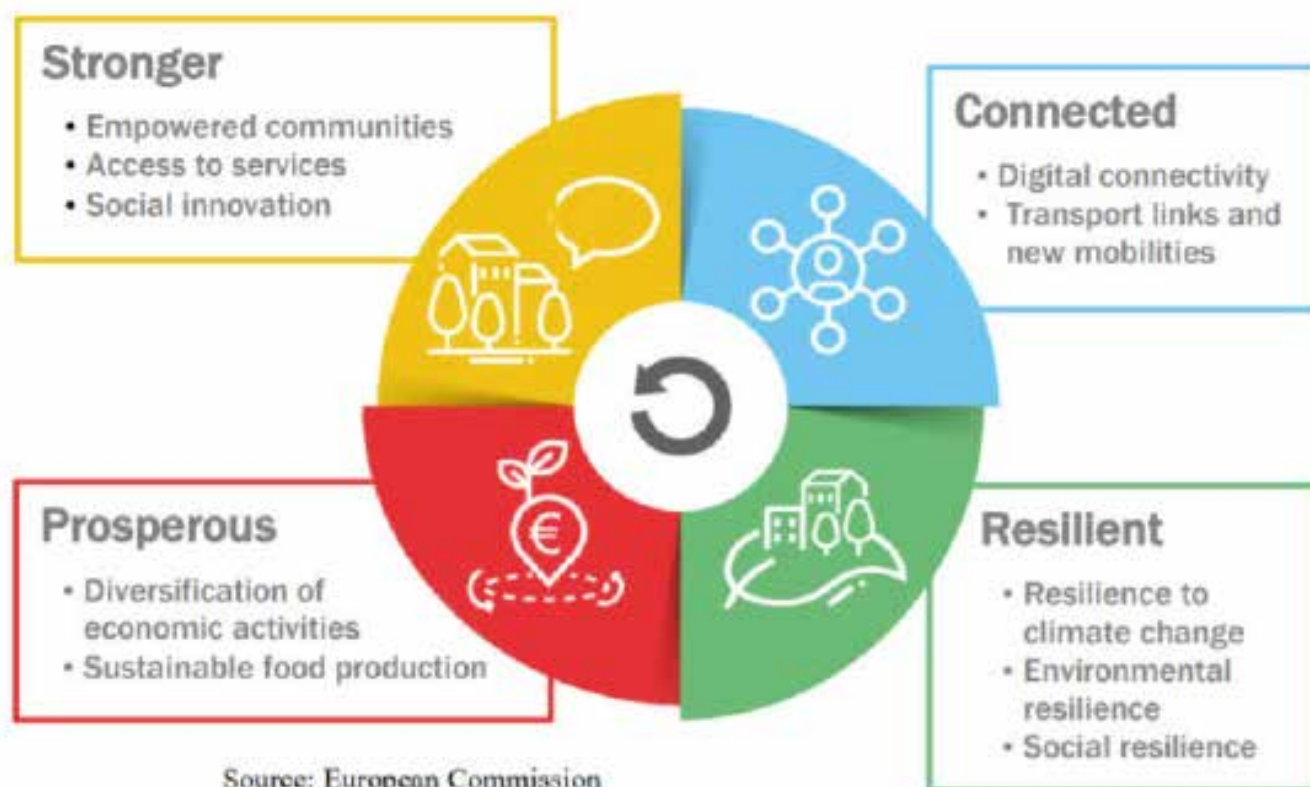
Communities are the lifeblood of rural Ireland and the LEADER Programme is proud to work alongside them, including in the development or restoration of facilities, which make rural areas better places to live in. **Maynooth University Barnhall Rugby Football Club** is one example of this:

Maynooth University Barnhall RFC was awarded LEADER funding in June 2021 towards an extensive lighting project on the pitches and in the clubhouse. The project allows the club to rewire and replacing their pitch floodlights with LED floodlights; as well as to replace the lighting around the peripheral areas of their three playing pitches and in the clubhouse itself. A project of this kind can reduce energy consumption by the club and therefore also reduce the running costs. In addition to this, upgraded lighting provides safer playing and training conditions for all.

Funding was awarded to Narraghmore Development Company t/a The Old Hardware in March 2021 towards the purchase of new catering and marketing materials. Specifically, the funding was awarded to purchase a cake baking oven, a bread oven, a specific type of dough mixer and accessories for making artisan sourdough breads; a refrigerated cake display unit, and an additional fridge/dough retarder. The marketing materials include of branded reusable shopping bags, branded paper bags and branded stickers.

IN-HOUSE PROJECT

Funding was awarded to CKLP in June 2021 to run and in-house training initiative called the "Smart Village Training Project". Smart Villages are communities in rural areas that use innovative solutions to improve their resilience, building on local strengths and opportunities. The aim of this training programme is to empower County Kildare communities to implement the Smart Village concept as it applies in their area, and to enable these communities through action-based learning.



The Tús Programme



Tús

Getting you working

The objective of the Tús programme is twofold: to improve the employability and work readiness of participants by providing them with work opportunities to put their skills into practice and to learn or up-skill to enable them to progress to mainstream work, while at the same time as supporting local not-for-profit organisations to deliver services in our communities.

Voluntary and Community groups commit to offer a quality work experience to the participant and a working week of a minimum of 19.5 hours per week for a period of 12 Months. All groups also have a duty to provide some supervisory time to the client.

ELIGIBILITY CRITERIA

All participants must be at least 1 year on a Jobseekers Payment, and any participant previously on Tús must be off the scheme for a minimum of 3 years before becoming eligible again. Selection is on a random basis carried out by DSP with names furnished to the implementation body. An initial one- to-one interview is carried out by CKLP to assess the skill level, suitability of the participant and to match them with a position that best suited their career path. We are then able to offer a participant a placement in one of the 125 host groups we service across Kildare. Self-referral is also available to participants, If you feel you meet the criteria please contact one of our team in your area for a self-referral form.

WHAT IS THE BENEFIT?

Participants are allowed to carry out additional work outside of placement hours while not affecting their payment. There is also no requirement to attend DSP office during placement. Furthermore, participants are able to avail of the added benefit of the services of County Kildare LEADER Partnership during and after placement. We also offer a limited amount of in-house training to all our participants. All participants will be given assistance to progress to full time employment, education, or business start-up at the end of their contract. Over the last year we have seen a marked increase in the number of participants moving to full time employment especially in the retail and hospitality sector, we can see an increase in this sector for 2022/2023 and beyond.

TÚS AND WORKING WITH COVID-19 IN 2021

The last twelve months have been both challenging and inspirational, we have seen Tús participants at the front line in communities addressing the various needs whether it is upkeep of community buildings or grass and pitch maintenance. The same should be said of the Tús supervising team, always available to muck in in any capacity for the benefit of both communities and the company.

Tús will have a number of challenges as we move into 2022 and 2023, low numbers on the live register and small referral rates from the Department of Social Protection will challenge the upkeep of numbers on our schemes. We have every confidence in the ability of our team to deliver positive outcomes in the challenging times ahead and this will be achieved with a full stakeholder involvement in the process. CKLP are committed to the upkeep and growth of the Tús programme.

WORKING WITH COMMUNITIES

In County Kildare many groups benefit from participant's knowledge, expertise, and involvement. Groups such as Moore Abbey, Cill Dara Housing, Sporting organizations, charity shops, Tidy Town Committees, and many more offer up to date employment opportunities and valuable work experience to participants. Over the last 10 years Tús has supported and indirectly funded communities with almost 2500 participants involved on the Tús scheme, this equates to over 25,000,00 million in in direct funding to the communities of Co Kildare.



Communities and groups supported – Project Locations

Naas Sports Centre	TEA Lane Historic Graveyard Celbridge
Clane United	Solas Bhríde Kildare
NCBI charity Naas	Sensational Kids Kildare
NCBI charity Sallins	NCBI Kildare
NCBI charity Clane	SVDP Kildare
Clane GAA	Plains Residents Assoc
Clane Lawn tennis	Rehab Care
Green IT	Cill Dara Housing Kildare
Suncroft Graveyards	
Jack and Jill Crookstown	Suncroft GAA
Moone Shop	Citizen Advice Newbridge
Moone Parish Church	Rathangan Graveyard
Ottomy Residents Association	Convent Kildare Town
Kilkea Residents	Ardrew Meadows Athy
Naas Tidy Town	Athy Tidy Towns
Kill Tidy Towns	Athy Enterprise Centre
Brannockstown Tidy Towns	Bridge United Ballymore Ball alley
Athy Community Resource Centre	
Naas Scout Den	Happy Days Creche
McAuley Place Naas	Passlands Cemetery
Naas Parish Centre	Monasterevin Scouts Den
Acre Project Celbridge	Woodview Res
Ashgrove Residents Carbury	Moore Abbey
Ballynafagh Lake project	SVDP Monasterevin
Breaking Through Maynooth	St Evans Park
Celbridge GAA	Monasterevin AFC
Straffan GAA	Athy Sports Hub
Celbridge Church of Ireland	Athy Rugby Club
Celbridge Community Council	Naas Care of the Aged
Citizens Information Maynooth	Flinters Close Creche
Coill Dubh AFC	Kingdom Life House
Coill Dubh residents	Self Help Africa
Leixlip Tennis Club	SVDP Athy
Leixlip YCC	St Michaels Graveyard

Communities and groups supported – Project Locations

NCBI Celbridge	Tús In It to Bin It, Athy
NCBI Leixlip	Sarsfield's GAA Newbridge
NCBI Maynooth	SVDP Newbridge
St Bridget's Hospice Leixlip	Rosconnell Residents Association
SVDP Celbridge	Red Cross Charity shop
SVDP Kilcock	Kilcullen Boxing Club
Kildare Animal Shelter	Open Arms Retail Newbridge
NCBI Newbridge	Jack and Jill Newbridge
SVDP Kilcullen	Newbridge Day Care Centre
Age Action Retail Newbridge	Ryston Sports Newbridge

THE RURAL SOCIAL SCHEME (RSS)

HOW THE PROGRAMME WORKS

The Rural Social Scheme was set up in 2004 to provide income support for low-income farmers in return for part time work in the community. It is based on a 19.5-hour flexible week to ensure that participation does not affect the participants farming activities. To qualify for the scheme, one must be in receipt of a means tested social welfare payment and provide proof that they are actively farming. If a person is eligible and does not wish to participate on the RSS, his or her dependent spouse/civil partner/cohabitant can apply in their place. They can also allow a sibling or child to use their Herd Number to participate, once they satisfy the other criteria.

By Participating on the Rural Social Scheme, local communities' benefit from your skills and talents by providing additional resources to maintain and improve local amenities and facilities.

ELIGIBILITY CRITERIA

You must provide a copy of your application for the EU Basic payment for the current year, including a valid active herd number. You must be in receipt of Farm Assist or one of the following qualifying Social Welfare/ Means Tested Payments:

- › Job Seekers Allowance
- › One-Parent Family Payment
- › Jobseekers Transitional Payment
- › Widow(er)'s Pension (Contributory or Non-Contributory)
- › Adult Dependents of Non-Contributory Old Age Pensioners who themselves are under 66.

RATES OF PAYMENT

Rates of payment depend on qualifying Social Welfare Payment. Your Local Supervisor/ Co-Ordinator will advise you of your rates at time of application. A PRSI contribution (Class A) is paid in respect of each participant. Those earning less than €352 per week will not be subject to PRSI. Participants are exempt from USC.

WHAT TYPE OF WORK IS CARRIED OUT?

- › Maintaining and enhancing way marked ways, agreed walks and bog roads
- › Energy Conservation for the elderly and less well off
- › Village and Countryside enhancement projects
- › Social Care and Care of the Older Person
- › Community Care for pre-school and after school groups
- › Environmental Maintenance work- maintenance and caretaking of community and sporting facilities
- › Projects relating to not-for-profit cultural and heritage centres
- › Community Administration or clerical Work

The Rural Social Scheme in County Kildare currently employs 26 participants and one Coordinating Supervisor employed by County Kildare LEADER Partnership.

For the first quarter of 2021 and due to the high numbers of Covid Cases in the Country the RSS Scheme in County Kildare were forced to suspend its operation and activities in line with Government Guidelines and advice. Throughout this period however, some of our participants continued to go to their respective community groups and maintained areas around the county such as pitches in the North West of the County and graveyards. Distribution of food and essential items were also supplied to vulnerable groups and individuals in the Curragh area. Visitation of the elderly and some light housekeeping work also took place in Timolin. These duties would not have been carried out in these areas had it not been for the participants willingness to support the communities in which they are an essential part of.



RSS Participant 'Lily Donoghue' with volunteers and Manager Precious Ganiyu.

In April 2021, we officially recommenced and resumed full Rural Social Scheme activity within the county. This news was welcomed by many community groups in the county as the service that the Rural Social Scheme provides is invaluable, and much appreciated by the groups we support.

In September 2021 we had the retirement of one of our long-standing Rural Social Scheme participants Lily Donoghue. Lily would have commenced on the Rural Social Scheme in 2009. During her 12-year period on the scheme she would have worked in Moore Abbey in Monasterevin supporting individuals with an Intellectual Disabilities in Day Care Centres and in Residential services. She also worked in the St. Vincent De Paul Charity Shop in Monasterevin and the professionalism in dealing with the public was highly regarded by the Shop Manager, Precious Ganiyu.

This is what Precious had to say 'the RSS staff are a huge asset to St. Vincent De Paul. Lily is an RSS participant who came to work with SVDP. The work she contributed to the service was immense. The level of enthusiasm that Lily brought to the organisation is something that cannot be taught.... her personality, work ethic and passion she contributed was invaluable.

Any vacancies that arise on the scheme as a result of retirement are advertised through local parish newsletters, farming organisations and by direct media marketing.

Work has been completed in the Irish Wheelchair Association with the construction of the Raised Beds and the service users who enjoying gardening have planted a range of vegetables and flowers.

Further extension of this area is planned for 2022 which will include a seating area with a canopy.

The RSS continues to support twenty-eight Community Groups throughout the county, from Broadford/ Cloghrinkoe in the North of the county to Timolin in the South.

Construction of planting area which is wheelchair accessible for Service Users -
All work carried out by Participant Maurice Deegan



Enterprise Skills Programme (ESP)

The Enterprise Skills Programme (ESP) is a specialised Community Employment (CE) scheme, primarily funded by the Department of Employment Affairs and Social Protection; there are three main areas of work – The Enterprise Skills Programme (ESP) Course, South Kildare Small Jobs (KSJ) service and general Community Employment job placements – with a total of 53 participants in various positions during 2021.

The Enterprise Skills Programme (ESP) course is a 14-week start your own business course in Kildare for unemployed individuals in receipt of a welfare payment. It is funded by the Department of Employment and Social Protection. Kildare Local Enterprise Office (LEO) also funded 3 full training days per group; this was increased to 5 days of training with the introduction of the Marketing Practice QQI Level 5 qualification.



Following a review and restructuring of the programme, 2021 was the first year ESP delivered the 14-week programme three times, in order to accommodate more potential entrepreneurs each year. The Programme supports individuals to explore self-employment, in order to ascertain if they have a viable business and if self-employment is the correct option for them. During 2021, the ESP course was delivered three times, from January to April, May to August & September to December. Due to covid 19 delivery remained online to ensure the safety of staff, tutors & participants.

The January group ran successfully from with 10 participants, 9 participants took part in the May ESP and a further 10 participated in the September ESP; thus, a total of 29 participants took part in the training during 2021. An additional place was allocated for participant providing administration support for the ESP course from November 2021, a previous course participant took up the position. A graduation ceremony was held in June 2021 for the January and May groups in the garden of CKLP in Kildare town in keeping with public health guidelines. This was very welcomed by participants, as it emphasized their achievements and also gave them the opportunity to meet in person for

the first time (see picture). Unfortunately, a ceremony had to be put on hold for the September group due to the increased covid-19 restrictions & the time of year not facilitating an outdoor event; it is hoped that an event can be held in 2022.

Group training was delivered in core modules of business planning, such as Accounts, Book-keeping, Financial Planning, Marketing, Sales, Market Research, Social Media, Customer Service, GDPR, Time Management & exploring the realities of self-employment. Further information sessions were incorporated with various organisations who offer supports to the self-employed, including: BTWEA, LEADER & LEO. The additional Marketing Practice QQI level 5 qualification was incorporated to the last group in September; due to the success of this venture ESP aims to continue this as part of the overall course; hence, providing participants with an additional qualification beneficial whether they do go ahead to establish their business or return to the labour market seeking employment.

The training was delivered in an online adult learning environment and support was given to improve knowledge and confidence around becoming an entrepreneur. Furthermore, participants were encouraged to undertake additional individual training which increased their skills and made them better prepared for running their own business. An integral part of the programme was the regular one-to-one support from the ESP coordinator. Eligible participants were supported by the SICAP Enterprise Support Worker to apply for the Back To Work Enterprise Allowance (BTWEA). Those who decided against self-employment were supported by the coordinator and the SICAP Employment Support Worker to plan their next career step.

Many of the participants also undertook additional pieces of training through the programme, relevant to both their specific industry and advancing their general employment options, including: First Aid; Manual Handling; Infection Control; Barbicide; Furniture Restoration; Yoga Teacher Training; ICDL (ECDL); Public Speaking, Presentation & Poise; Advanced Electrolysis; Diploma in Dog Grooming; Train the Trainer QQI Level 6; Etching; Press & Print; Living Works/TASC Steps; Digital Marketing QQI Level

5 & Diploma in Nutrition & Lifestyle Coaching. Where relevant all participants also received support/training in CV preparation & interview skills.

During 2021, the Enterprise Skills Programme also hosted 6 general Community Employment (CE) placements; the placements included: General Admin, Financial Administrator, Integration Support Worker and Caretakers. While the premises they were based remained closed to the public due to covid-19, the caretakers continued with their duties to ensure the premises were maintained efficiently; the remaining participants were primarily working from home & visiting their offices where necessary when restrictions allowed. Additionally, the participants undertook additional training and enhanced their skills, in various areas, including the following: Hand-held Pesticide Application QQI Level 5, Training Delivery & Evaluation QQI Level 6 and the following QQI Level 7's - Certificates in Payroll Techniques, Transformative Community Education & Professional Certificate in Couples Counselling.



Kildare Small Jobs (KSJ)

(Formerly, South Kildare Small Jobs)

BACKGROUND

Having identified a need within the area, CKLP had committed to setting up the South Kildare Small Jobs (SKSJ) service in 2020; however, the commencement was delayed due to covid 19 restrictions. The population of over 65's in 2016 Co. Kildare was 22,014; an increase of 64.8% from 1996; strongly indicating there will be an increasing demand for services.

The aim of the service is to provide a property/garden maintenance service for small household jobs for people 65 and over living in the South Kildare area. The type of jobs which will be offered will include:

- Small gardening jobs such as: weeding, cutting small areas of grass, potting plants, sweeping a yard,
- Small Household Jobs such as.: fixing a shelf, security chain, changing battery alarms, hanging curtains, putting items into the attic etc.

ABOUT KILDARE SMALL JOBS (KSJ)

In 2021, South Kildare Small Jobs (SKSJ) delivered a free trial service from the 24th of May to the end of July. 21 clients took part & the service completed a total of: 43 Call outs, 4 Assessments & 50 jobs. The service received extremely positive feedback; also demonstrating a strong appetite for the service and a demand to broaden the areas in which the service was offered.

On that basis, the 'South' was removed from the name and Kildare Small Jobs (KSJ) was established in September 2021, as a social enterprise. The initiative



is supported by CKLP under The Enterprise Skills Programme CE Scheme; the support of staffing costs by the Department of Social Protection has enabled KSJ to recruit a brilliant team of skilled workers for the service. Operating as a social enterprise, all income generated by paid subscriptions is being used for the running costs of the service, such as: equipment fuel costs, van cost, tools & materials. KSJ is the only such initiative serving the majority of the County & clients are provided the following:

- Clients sign up for the service for €55 under a subscription model, for which they are allocated 5 call outs. For which they receive a total of 15 labour hours (2 maintenance workers x five 1.5 hour call outs)
- KSJ supply the equipment needed to complete the work. We encourage clients to include several small jobs in one call out, where possible within the 1.5 hours; to get the most value from their subscription.
- Clients can book their call outs as required and can re-subscribe once they have used their 5 call outs used, if they wish.

- Clients book their call outs in advance with our admin team on a suitable day/time. They receive a reminder text.
- Two experienced maintenance workers (fully qualified, insured and guard vetted) turn up on the day at the allocated time - carrying photographic ID & in our KSJ branded van.
- From September to December 2021, all publicity was by word of mouth & referrals from other organisations / health workers supporting people over 65.
- From September-December 2021, KSJ had 34 subscriptions with a total of 33 individual clients (1 had renewed their subscription).
- Directly meets the needs of service users who need property/garden maintenance assistance, ensuring they can continue to live in their own homes longer, reduce financial pressures by offering an affordable service.
- Diminishes the effects of social isolation and promoting positive mental health, by reducing the stress and frustration home repairs can create. Also, ensuring a safer environment and a sense of pride/enjoyment for clients in their home environments.
- Indirectly benefits their family members/friends/careers, by reducing the pressure to complete these ongoing maintenance jobs, which they may not be experienced or equipped to do and generally would be too small for tradespeople to complete at an affordable price – particularly within more rural locations.
- Acts as a gateway to promote and inform clients other services available to people over 65 living in the wider community.
- Many of our referees have already come back to notify us of improvements in their clients and their mental health as a result of using the KSJ service.
- Benefits local long-term unemployed workers working in the service – funded by DSP under the ESP CE Scheme.
- The plans for KSJ in 2022, are to continue expanding the service, secure funding to enable maintaining the affordable subscription fee & track our impact, particularly so in the most disadvantaged areas of the County. KSJ also intends to establish a trades referral list, to both provide contact information to clients of tradespeople for jobs beyond the scope of the service; this will also benefit the local community & small local businesses.



County Kildare Integration Project (AMIF)

BACKGROUND

Under the 2014-2019 Kildare Integration Strategy County Kildare LEADER Partnership has been the lead agency for assisting individuals and families leaving Direct Provision in Newbridge. In 2016 CKLP received part-funding for 3 years from St Stephens Green Trust to provide integration supports to residents of the Direct Provision Centre in Newbridge from 2017 to 2019. This funding was matched by funding from KCC and SICAP to employ a part-time Integration Worker in conjunction with the Kildare Integration Strategy Steering Group. The Integration Worker commenced in late January 2017 on a part-time basis to work on a one-to-one basis with individuals and families prior to and during their transition from the Eyre Powell Direct Provision (DP) Centre in Newbridge, County Kildare.

In 2019, CKLP received funding from the Asylum Migration and Integration Fund (AMIF) for 3 years with co-funding from KCC to continue and expand the Integration Project on a full-time basis to provide supports to the residents of the Eyre Powell (Newbridge) and Hazel (Monasterevin) DP centres in County Kildare.

Throughout 2021, the Integration Worker actively supported people to engage in focus groups and surveys, as part of the consultation process of the new County Kildare Integration Strategy 2020-2026 which was launched on 30th Sept 2021. The Integration Worker sits on the Kildare Interagency Integration Committee which oversees the strategy's implementation. The Integration worker also supported an individual who was an ex-resident of Direct Provision to secure a Community Employment position in CKLP's Integration Programme.

SUPPORTS PROVIDED

During 2021 the Integration Project Workers continued to support people seeking asylum to find out about life in Ireland, specifically with regard to the welfare system, housing and employment, and advocacy. People are provided with the information they need to integrate into the local community, both officially and culturally.

Weekly Conversational English classes continued throughout 2021 online and an Independent Living Skills course was also successfully held. With funding secured from Kildare County Council, and in partnership with AkiDwA, the AMIF programme ran a successful online Women's Civic Engagement Programme. Recruitment was greatly enhanced by the involvement of CKLP's Integration CE Worker as mentioned above.

In partnership with Immigrant Council of Ireland, supported by An Garda Síochána Community Garda Section two Voter Registration Information Workshops were held in the Direct Provision Centres in the County.

Language barriers continue to be an issue for some service users in 2021. The institutionalisation of people in Direct Provision continues to impact negatively.

While there was less of a need for information relating to Covid 19 in 2021, the Integration Worker supported 43 individuals/families in 386 interventions through a variety of engagement methods in line with Covid 19 restrictions. Although the same level of general covid 19 supports were not required in 2021, there were very specific supports provided to a small number of individual including liaising with the Irish Consular Service on behalf of an individual who faced barriers returning to Ireland.

The Integration Worker has supported individuals/families, on a very broad range of issues including the following:

GNIB, Travel Document, Citizenship, Social Welfare, Social Housing, HAP, Medical Card, Education, Employment, Revenue, bank accounts, National Childcare Scheme, birth registration, providing links to support agencies in new areas, liaising with EWO to source school places and bus passes for children, providing referrals for career mentoring/advice/employment supports



ROMA EMPLOYMENT SUPPORT PROGRAMME

BACKGROUND

Kildare Roma Employment Support Programme continued to provide support and assistance to members of Kildare Roma communities in 2021. Supported by funding from the Department of Children Equality Disability Integration & Youth, Kildare Roma Employment Support Programme supported individuals and families with employment supports, emergency responses, Social Welfare, access to education and Community Development-based approach as needs emerged.

KEY ACHIEVEMENTS

2021 continued to be a challenging time for Roma in County Kildare and Programme staff used every means available to continue to provide a high quality and responsible service to community members. Our key achievements were the continued engagement with the Roma community re employment related and additional supports, collaboration with key services, and the rollout of a Tablet Loan Scheme to facilitate Roma engage in online conversational English classes. The programme continued to support engagement with Roma women and supported their participation in a Six-week, Six Dishes programme. In addition, a number of Roma parents and children participated in an infant literacy campaign in collaboration with SICAP Goal 2 and Kildare & Wicklow Library Services. Recruitment of a Roma volunteer enhanced the programme's ability to outreach into the community. 92 members of the Roma community were supported in 2021.



PRE-EMPLOYMENT AND EMPLOYMENT SUPPORTS

A range of pre-employment and employment supports were provided with 25 individuals supported to develop Personal Action Plans and engage in career development supports. 11 individuals were supported with CV preparation and a number of people engaged in interview skills training. Access to industry standard training was provided including access to manual handling training and Safe Pass courses. Access to language supports is a key requirement when working towards employment and to that end fifteen individuals engaged in conversational English classes throughout the year. Zoom training was provided to fourteen participants enabling participation in on-line training supports. Job vacancies were advertised via the Roma Employment Support Programme Facebook page and individuals were advised of emerging employment opportunities with reference to their Personal Action Planning process. Three Roma service users were supported into employment. A key element of the work in 2021 was to provide ongoing supports to individuals accessing services including school registrations, accessing PPS numbers and additional social welfare supports.



ROMA HEALTH PROGRAMME

Funded by HSE Social Inclusion Unit, CKLP extended supports to respond to health issues of the Roma community from May 2021. Work included supporting members of the community access basic health services but also focused on the broader social determinant of health to support access to accommodation, education, equality, and other basic services. The programme is rolled out on a Kildare-wide basis, with a particular focus on the areas which have the greatest percentage of Roma, as identified through consultation process developing Kildare Traveller Roma Inclusion Strategy in 2019. Areas include Athy, Naas and Newbridge. Our Roma Health

Support Worker provides outreach to the Community on a 1:1 and group basis, in line with Covid 10 Public Health advice. Support is individualised to include needs assessment, information provision and assisting individuals to access services.

KEY ISSUES & ACHIEVEMENTS

Roma in County Kildare experience multiple barriers to services and experience poor health staTÚS. Poor living conditions in sub-standard accommodation, homelessness, experiences of discrimination, lack of habitual residency staTÚS, language and literacy barriers and poor understanding of the health and social services in Ireland contribute to a high level of need in the community. Many Roma are without medical cards and find it very difficult to register with a local GP. Roma Health Support Worker supported nine individuals engage in weekly on-line basic English language classes provided by KWETB. Approximately sixty individuals were supported by the Roma Health Support Worker in 2021 (including families and children) to apply for medical cards, access maternity services, prenatal care, transport supports for medical appointments and referral to Safety Net for emergency medical services. An ongoing piece of work was to support women to understand the Irish pre-natal care system and assist expectant mothers to walk through these process.

NETWORKING

Close collaboration with CKLP's Roma Employment Support Worker, Roma Health Worker and our Roma volunteer enabled the Team to engage with Roma through multiple languages thereby extending our reach into the wider community. One collaborative initiative resulted in 80 Roma children receiving play packs on National Play Day supported by Kildare County Council while another supported an awareness raising event, "Roma Community & Roma Supports Kildare Webinar" during Kildare Social Inclusion Week. All members of the Roma team participated in a national mapping process under the guidance of the HSE National Social Inclusion Office. Networking through Kildare Traveller & Roma Interagency, Working Groups and the National Roma Network enhanced our work with the Roma community throughout 2021

COVID 19 RESPONSES

Due to Covid 19 restriction there was a limitation of appropriate engagement strategies available to the Roma Team in 2021. Programme staff collaborated and communicated through all means possible including postage, email, phone-calls. Use of CKLP's office address facilitated homeless Roma apply for medical cards and PPS numbers. CKLP continued to facilitate engagement through the Roma Women's WhatsApp Group and our Roma Facebook Page was developed. Strategies were adjusted according to the changing restrictions and both programmes implemented a face to face approach when possible. Team members supported the development of "Covid 19 Questions & Answers" and a Travel Abroad information videos produced by National Roma Network, Pavee Point and Safetynet, CKLP Roma workers assisted with translation and voiceover in Slovak and Romanian language.





Heads Up Kildare

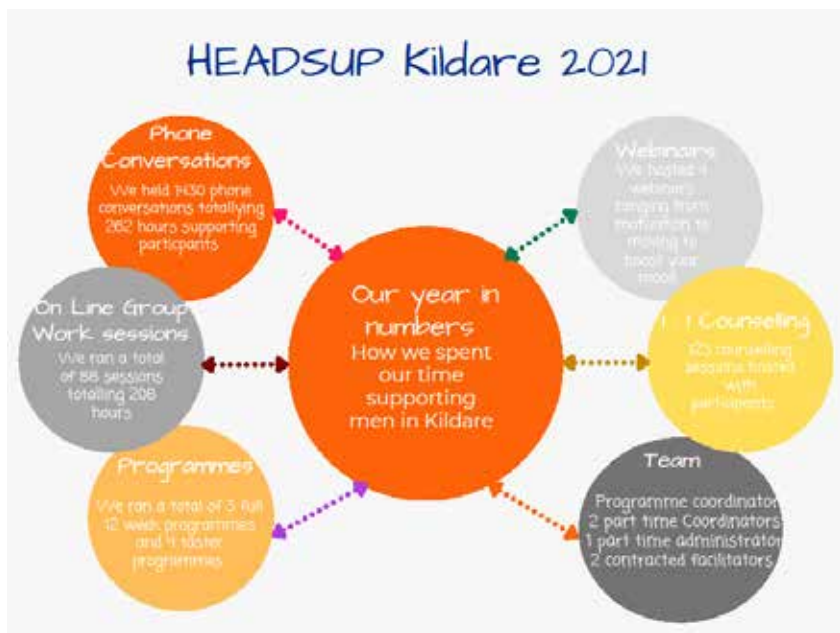
The programme sits on four main pillars:

- › Wellbeing and Resilience
- › Physical Activity:
- › Life Planning:
- › Social Connection

HEADSUP is an evidence-based mental health education and training programme for men who are finding life stressful, feel isolated or lonely and wish to explore ways of improving their wellbeing while getting back on track. It supports and facilitates participants based on the principle that people are experts in their own lives and recovery. Additionally, participants are signposted and supported in engaging with further education, employment volunteering, community and mental health services. What better way to demonstrate what it does and its impact than from one of the men themselves:

DAMIEN O SULLIVAN - MY STORY

In 2021 I headed into my sixty seventh year of life and know that I am still learning how to live. Notwithstanding my wide range of life experience, nothing prepared me for the effects of a near fatal accident in 2014. The catastrophic physical injuries were clear for everyone to see, and people marvelled how I recovered physically, but what many, including myself, failed to recognise was the effect on my mental health. I was not willing to recognise or understand the toll on my mind. I buried myself in work to prove that I was stronger than the hidden anguish that I was living. The stress, however, was having a detrimental effect on my physical health so I decided to take early retirement. It was then the reality of my anguish came into sharp focus, no work meant no distraction. The train of my life came to a shuddering abrupt halt against the buffers of mental anguish. Terrified of my thoughts and emotions I was floundering in a morass of fears and doubts that filled the gap of my working life. I arrived at a point where I thought the only way out was to end my life. Despite several thwarted attempts, my family persuaded me to seek help. Thus commenced a slow but gradual recovery that continues to this day. There followed extensive engagement with the HSE mental health community team and subsequently my engagement with the HEADSUP Kildare programme that enabled me to realise that it was ok not to be ok and the value of my lived experience.



*WRAP supports everyone to identify tools that keep them well while creating action plans to put them into practice in your everyday life. It also helps you incorporate the key recovery concepts of hope, support, education, personal responsibility and self-advocacy into your plans and daily life.

HEADSUP KILDARE

Heads Up Kildare had an 88% retention. The very first learning outcome of the programme for me was the interactions with others in the group. I learned I was not alone and that mental health issues can affect people differently. Over the course of HEADSUP I completed my own personal WRAP programme. (Wellness, Recovery, Action, Plan) which added to my knowledge and awareness around my own mental health. I learned how mental health can be maintained and nurtured using techniques and strategies of wellness e.g., mindfulness, recognition of my triggers and the power of sharing. This helped me discern and build upon my own resilience. The programme also introduced me to strategies for setting goals, the importance of clearly defined objectives and accepting the responsibility of achieving them. It equally taught me to expect at times to fail and the importance of having a plan to navigate those setbacks. The sharing of stories of illness and recovery within the group setting was powerful and the connections created resonated, we had a shared bond of lived experience. For me it underlined the need not to isolate but to reach out to others and that self-driven recovery will succeed far better in a supportive community. Hearing the testimony of my peers, those who had travelled a similar journey, helped me to understand my own journey and to recognise the skills and goodness that makes me who I am and the gifts that I can share with others.

Additionally, it was with the encouragement and caring of the HEADSUP team, together with the testimony of past participants who had moved forward, set alight the beacon of hope in my life once more. This made it possible for me to come through a fog of muddled thoughts, empowering me to set objectives and goals and to map a pathway to ongoing recovery.

On completion of my 12-week HEADSUP programme, I felt empowered and confident. I set a goal to further equip myself with the knowledge and skills to assist my recovery while being able to offer support others who, like me, find it difficult to engage with their emotions and to manage and look after their mental health.

LIFE SINCE COMPLETING HEADSUP

Since completing HEADSUP, I returned to college obtained a certificate in Community Development & Leadership from NUI Maynooth. It felt good but I wanted to do more. With the support and encouragement of the HEADSUP team I enrolled with DCU where I am studying to become a Peer Support Worker enabling me to work in the community supporting others with lived experience of mental health difficulties. I am currently a member of the HEADSUP team as a student on placement, supporting men like myself to get a better handle on their mental health.

In addition, I am a keen amateur photographer and poet, both of which support my mental health and ongoing recovery. Through these mediums I have made several contributions to the HEADSUP Facebook page, it's good to be both seen and heard.

There is no doubt in my mind that my engagement with HEADSUP Kildare was pivotal in my recovery and return to believing in myself and my abilities and to value my life and the possibilities of hope.



Older Voices Kildare



The census of 2016 revealed that the Irish population aged 65 years and over increased by more than 19% from 102,174 in 2011 to 637,567 in 2016. County Kildare experienced one of the largest increases with the proportion of those aged 65+ rising by 32.1% in that time (Central Statistics Office, 2016). With this growing ageing population, facilitating older people to flourish and enjoy healthy and fulfilling lives is even more important than ever.

Older Voices Kildare (OVK) is a social inclusion initiative with a vision of creating a county where all older people are included and empowered within a vibrant community. Our mission is to build the confidence and capacity of older persons in Kildare, and we specifically target isolated individuals including LGBT+ persons, Travellers, people with disability, and those who are experiencing social exclusion or loneliness through lack of, or limited, social capital.

OVK has a proven record of success in working with older people in Kildare and has been successfully offering programming in the county for 12 years. Community and outreach activities provide older people with opportunities to meet, express their issues and ideas, and find their voices both individually and collectively. A variety of programmes addressing wide-ranging issues such as resilience, confidence and assertiveness, experiences of ageing and ageism, creativity, and mental and physical health are designed and delivered to meet identified needs.

Befriend Kildare is a befriending service that trains and subsequently matches volunteers with older people experiencing isolation or loneliness. Prior to Covid-19 the service supported 60-80 clients with a face-to-face hour-long meeting in their home once per week. In line with public health restrictions this service switched, overnight, to a telephone

support service and experienced a sudden rise in referrals, peaking at 183 calls being made per week at the height of lockdown. As restrictions eased so too did the demand for this service but it continues to support 30 older individuals with a team of 28 volunteers. A lingering fear of Covid-19 infection and a widespread loss of confidence and resilience in older people means the service has largely remained telephone based but is slowing returning to face-to-face meetings. With loneliness presenting a serious health risk, negatively impacting on physical, mental and emotional wellbeing, the Befriend Kildare Service continues to provide an invaluable personal contact for older people.

Social Prescription refers to the provision of non-medical supports for people to improve their health and wellbeing. In the knowledge that health is heavily determined by social factors such as poverty, isolation and loneliness, OVK enables the older individual to take an active role in their own health and wellbeing. Using a person-centred approach, we support the individual to identify for themselves what suits them and support them in exploring options including community involvement, art and creativity, live music, physical exercise and activities, and personal development opportunities.

NOTABLE ACHIEVEMENTS

- In March 2020, in response to Covid-19, the first national lockdown was announced with guidelines for all to 'stay and home' and for older people to 'cocoon'. In line with the OVK commitment to amplifying the voice of the older person, a unique opportunity to capture the stories and experiences of older people was recognised. With funding from RTÉ Does Comic Relief via The Community

Foundation of Ireland a revealing and touching report was produced: *Voices From Lockdown: Experiences of Cocooning*. This report, based on qualitative data collected from 54 participants collated the diversity of experiences of older people and the associated survey highlighted many issues of concern including loss of confidence, anxiety about reengaging with society post lockdown and the importance of community-based support services. The research will be used to inform ongoing OVK programme development.

- **Kildare Talks Podcast** hosted OVK's then Project Coordinator, Denise Croke, in a discussion with Karina Grehan (HSE Health Promotion & Improvement Officer and qualified Physiotherapist) regarding the secrets to ageing well, longevity, physical, mental & social health, and how to age with confidence and optimism. Available at <https://www.podbean.com/ew/pb-wwnjx-10f9ddf>
- As part of our Covid-19 response, OVK packed and distributed 120 **Christmas hampers** to older people who were identified as experiencing food poverty and isolation. These contained a selection of nutritious, easy to prepare foodstuffs and some treats as well as activity sheets, information on services and supports, and a beautiful gift donated by Newbridge Silverware.
- To ensure we can support those accessing OVK services our staff are LGBT Champions and have received training in suicide awareness and dementia.
- With the departure of Denise Croke in September following 12 years of dedication to OVK, Caroline Morrin took over as Project Coordinator in November 2021.



Older
VOICES KILDARE

Befriend Kildare - Be a friend, make a friend.

Call us About Befriending
Susan on 0871149175
Denise on 0871411669

Or Email
befriendkildare@countykildarelp.ie
oldervoiceskildare@countykildarelp.ie
www.oldervoiceskildare.ie

The DARA Project

The DARA Project is a drug & alcohol-free structured day programme for adults in recovery from substance misuse. We are funded by the DEASP and sponsored by County Kildare LEADER Partnership. Our rehabilitation programme operates under the 'specialized community employment scheme' for people in recovery from addiction. The DARA Project started back in 2013 in Kildare Town, yet is now located in Athy, Co. Kildare. We sow the seeds amongst our participants that everyone can recover from addiction if they are willing to embrace change and receive support. The DARA project seeks to assist those referred to us to become independent, socially integrated, emotionally balanced, and personally productive through person-centered approach.

OUR SERVICES

Recovery Day Programme - our structured day programme helps the person to develop the skills necessary to maintain their recovery while preparing them for future employment. We deliver a wide range of supports to those in recovery. Supports include: randomized drug & alcohol testing, group therapy, 121 keyworking, QQI accredited training & education, bike restoration, therapeutic walks, group cycles, horticulture projects, health & fitness activities, SMART goals, relapse prevention and life skills development.

Supporting Local Services - The DARA Project also seeks to support other local addiction services within the community by having community employment mainstream participants working within their service. This gives each addiction service 'staffing supports' while also providing participants an opportunity to gain valuable work experience while gaining a qualification. These mainstream CE places are for people who are not in recovery from substance misuse.



COLLABORATION

We recognize that the important work of recovery is not achieved by one service alone but is rather through an interagency approach of professional services coming together to reach a similar goal. We continue to build strong working relationships with other services in the wider community including but not limited to, Peter McVerry Trust, KWETB, Hope Cottage Family Support Centre, Cuan Mhuire, Athy Family Resource Centre, and Merchants Quay.

RECOVERY CANDLES

During the pandemic we had a desire to learn how to make candles. Having no previous knowledge or experience of this area, we set about to research and reach out to local candle making companies. We asked if they would like to support & collaborate with us in candle making within our project? We were delighted when a local award-winning company Candella Candles said yes to coming to teach our group. We presented our "Recovery Candle" idea to them. The recovery candle would be a gift that sends a message that "recovery is possible" and "there is light in the darkness". Candella Candles supplied the project with all the materials, expertise delivered weekly workshops to make our dream happen.



They also helped our group develop, design, and produce our very own recovery candle called "Rescued by AGAPE". The group named the candle "rescued by agape" because they felt that they have been rescued from their addictions. The word agape is a Greek word

for unconditional love. So, in a sense, they have been rescued by unconditional love. We produced 39 recovery candles and sold them all at Christmas time in 2021. From the proceeds, we purchased more materials to do it all over again. We envisage that this recovery candle venture will be a seasonal activity within the project, where participants get to be involved in all aspects of the recovery candle journey. It has proven to be great for developing the skills of our participants too. We look forward to Christmas 2022 when our next batch will be ready for sale.



TRAINING & EDUCATION

The DARA Project continues to source, facilitate, and promote training & education for the benefit of participants engaged in its community employment programme. We do this through the support of local training providers. Participants of The DARA Project have engaged and complete a wide range of training & education programmes while on our programme.



MY STORY

My name is Tirna, and I have struggled with drug and alcohol addiction for many years. I remember that I took my first drink at the age of 14 and first illicit drug at 15 years of age. Like many others, I loved the effect it had on me. Unfortunately, I dabbled with them for approximately 5 years here and there. By the end of 2019 cocaine and alcohol had taken over my life. It was so bad that I was unable to cope without substances. My life began to unravel, leading me to a place where I was mentally unstable. I was now in a lot of debt and also in a very abusive relationship. At times my family didn't know whether I was dead or alive. At this stage I had lost all hope. With the help of my amazing family, I managed to detox for two weeks and on the 15th of May 2021 I entered a residential treatment centre. I think this saved my life. I completed the 12-week residential programme. After leaving treatment, I attended regular AA/NA meetings, along with receiving some counselling in the community. Then I started on The DARA Project over a year ago, which has been a rock for me. My recovery journey has been such a rollercoaster, yet with the supports I have now, my life so much better. Today, I am one year clean and sober ... and I love myself and my life today! Oh yeah, I have just completed a QQI level 6 course in counselling and psychotherapy. I'm so thankful for all I have and for the support I have been given. xx

BIKE RESTORATION

Earlier this year we had an idea for bike restoration within the project. We asked the community if they had any old unwanted bikes that they were willing to donate to us? To our surprise we were inundated with bikes. Our group began to restore them straight. We have now restored 20 bikes. These restored bikes are now used for our group cycles around the local area. Kildare County Council heard of our bike restoration scheme and came alongside us to help and support too. They provided new bike helmets for everyone on the project and donated a container for storage. They also provided the materials to install an internal workshop within the container.

Individual Placement Support (IPS)


INDIVIDUAL PLACEMENT SUPPORT (IPS) OVERVIEW

Individual Placement Support (IPS) has been hosted by CKLP in partnership with the HSE Adult Mental Health Services in County Kildare since August 2020. The service has been a major success in delivering a supported employment service for people with severe mental health conditions. KPI data collected over two years indicates that IPS service is successfully in progressing clients into employment and supporting them to maintaining employment. The data also indicates that IPS provided other supports in areas such as Education, Benefits Counselling and Career Planning.

Individual Placement Support (IPS) is an evidenced-based employment approach and considered as the most effective approach to supporting people with mental health conditions, to find and maintain the right employment of their choosing. IPS has a unique approach by integrating the Employment Specialists (ES) into the community mental health teams. IPS uses a personalised and strength-based method and has a focus on building relationships with client and employer. The aim of IPS is to support people using the mental health services to secure and maintain mainstream employment. We do this by working in partnership with the person, the employer, the Community Mental Health Team, and the Local Employment Services. This work is part of the partnerships broader aims in working with local stakeholders to develop and deliver a range of supports and programmes that help create sustainable and vibrant communities, where individuals who experience unemployment, poverty and social exclusion can have access to new opportunities and a brighter future in employment.




IPS is a well-defined approach to help people with mental illness find and keep competitive employment. Competitive employment is defined as work in the community that anyone can apply for, regardless of disability status. These jobs are either part-time or full-time and can include self-employment. The wage should not be less than the normal wages (minimum wage) or level of benefits paid for the same work performed by individuals who do not have disabilities. The duration of the job depends upon the needs of the business owner and the preferences of the worker. In competitive employment settings, employees include both people with and without disabilities. .




Individual Placement Support

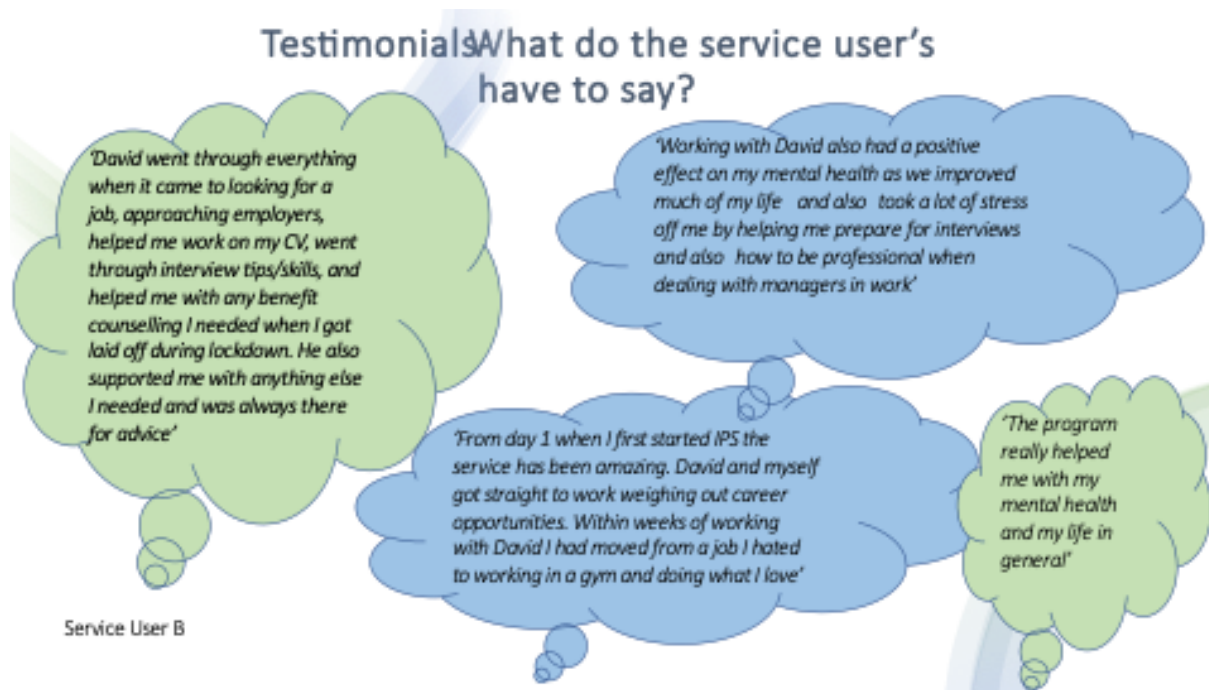
"Supporting You On Your Journey To Employment"



One to One Guidance Support, Welfare & Education Counselling, Assessing Needs & Strengths, Developing A Clear Career Plan, CV & Cover Letter Preparation, Job Searching Support, Job Applications Tips & Techniques, Interview Skills, Job Mentoring & Much More!

Get In touch for more information call David on 0852110163 or email david@countykildarelp.ie





IPS IS BASED ON EIGHT KEY PRINCIPLES

1. Zero exclusion.
2. Employment Specialists (ES) is integrated with mental health treatment.
3. Competitive employment is the primary goal.
4. The job search starts soon after a person expresses interest in working.
5. Benefits Counselling is provided.
6. ES develops relationships with employers based upon their client's preferences.
7. Support is time unlimited and individualised.
8. Client preferences are honoured.

INDIVIDUAL PLACEMENT SUPPORT (IPS) OFFERS THE FOLLOWING SUPPORTS TO CLIENTS

- One to one guidance support.
- Assessing needs and strengths.
- Develop a clear career plan.
- CV and cover letter preparation.
- Job searching support.
- Job applications tips and techniques.
- Interview skills and mock interview coaching.
- Welfare and education counselling.
- Job mentoring and training support.

Getting back into employment can be a vital part of the journey to recovery. People experiencing mental health conditions who gain mainstream paid employment show reduced symptoms, gain financial independence, improved social networking, improved self-esteem and have improved quality of life.

Kildare Sports Partnership



County Kildare LEADER Partnership acts as host employer for the Sports Development staff of Kildare Sports Partnership. The work programme of Kildare Sports Partnership (KSP) is overseen by the KSP Committee

COMMUNITY SPORTS DEVELOPMENT OFFICER

The role of CSDO is to assist in the development and coordinate the implementation of community focussed initiatives that promote participation in sport and physical activity across the full community spectrum.

Some of the larger programme delivered by CSDO in the last 12 months include:

- **Back to Basics programme** – Understanding the importance of developing Physical Literacy amongst young children.
- **Let's go Hillwalking programme** – An outdoor exercise programme designed to promote physical activity for all members of community in the post-pandemic environment.
- **The COLA programme** – Community Outdoor Leadership Award (COLA) An initiative designed to train volunteers in the skills needed to design and deliver physical activity programmes in their community.
- **The Going Places initiative** – A programme which offers community-based activities such as walking groups, adapted exercise sessions, and social games sessions in Kildare communities.

- **Community First Responder training** – A programme offering first responder and defibrillator operation skills to volunteers and sports coaches in Kildare communities.
- **Adapted Physical Activity programme** – Offering modified exercise classes for special populations (medical conditions) and to individuals suffering from conditions such as Arthritis, Parkinson's and those with balance or mobility concerns.
- **Activity Camps for children** – The delivery of sports taster sessions and activity camps (including summer camps) for children, especially those in disadvantaged areas and those who cannot afford to participate in the mainstream sports camps offered by NGO's and sporting organisations.
- **Ukrainian Refugee Support programme** – An initiative offered to support the physical health and mental wellbeing of refugees, including the provision of leisure activities (such as swimming) for families, access to sports and leisure activities for children (incl; boxing, soccer, basketball, dance, drama, and singing) and activities such as Gym access, hillwalking, and exercise classes for adults.
- **Inter-agency support sessions** – The delivery of physical activity sessions for partner groups such as Heads Up, Schools, Sports Clubs, Family Resource Centres, and other community events offered under the Healthy Ireland/Healthy Kildare initiative

Women in Sport Programme

WOMEN IN SPORT OFFICER

Buggy Buddies – A peri-natal exercise programme offered to new and expectant mothers across county Kildare (part of the national “Minding Me” initiative)

Woodlands for Health – An outdoor exercise programme focussing on mental health through walking on the woodland trails in County Kildare.

ACTIVATOR pole programmes – an adapted physical activity programme for people with balance or mobility concerns.

Somatic Dance sessions – A programme which offers mindfulness and gentle physical activity through somatic dance and holistic movement

Seated Yoga sessions – An adapted Yoga class (seated) for people wishing to participate in yoga without floor-based positioning.

Women in Sport Week – A series of women in sport events were offered and a number of promotional videos promoting participation by women in sport were made during women in sport week.

International woman’s day events – A number of countywide events for women were offered across the county to mark international women’s day.

School Activity Support Sessions – Activity sessions for children in school requesting assistance while striving to be awarded the “Active Flag” award under the National Active F

Wellness Walk & Exercise programme – A walking and exercise programme for women, utilizing the outdoor exercise equipment in our parks and community spaces in Kildare.

New to Tri programme – A programme offering the opportunity for women to come and try the sport of Triathlon in Naas and Athy.

Junior Kayaking (Monasterevin Hub) – An programme offering and introduction to Kayaking for teenage girls at the Monasterevin sports Hub.

KSP Blueway Cycling Initiative – Launch of the Kildare Sports Partnership cycling initiative along the Canal Blueway and Greenway – The launch was held in association with Cabra school for the deaf and was a highly inclusive and successful event.

GAS (Girls Cre-Active Space) initiative – An activity programme for teenage girls, this programme was an award-winning presentation by KSP and our women in sport officer, selected for National rollout by Sport Ireland.

SPORTS HUB COORDINATOR

The Co-Ordinator has just recently joined our team, until her appointment, our women in Sports Officer was taking care for the Sports Hub activities in Athy and Monasterevin.

Development of Monasterevin Hub – The Hub coordinator and the women in sport officer were engaged in the development process to set a second water sports hub in Monasterevin. This involved the completion of a feasibility study, liaison with the local water sports clubs and members of the community. A Hub site was identified, and storage containers were places on site to facilitate the storage of water sports equipment for the community. Water sports equipment was tendered for and purchased for the hub.

National Bike Week events – A series of bike week events were held to mark National Bike Week including cycling on the Blueway and a community cycle event in Athy

Heads Up Water Based Activity sessions – Coordination and delivery of a water sports session for participants on the Heads-Up programme on the River Barrow.

The WAVE programme – Provision of training and education modules for volunteers and coaches. This programme aims to strengthen clubs through providing essential skills training and to empower them to increase membership numbers and provide increased opportunities for water-based activities to community on the river Barrow

The Kildare Public Participation Network

County Kildare LEADER Partnership acts as host employer for the staff of Kildare PPN. The work programme of the PPN is overseen by the PPN Secretariat

OUR NETWORK

Membership

Kildare Public Participation Network is committed to support all Community & Voluntary, Social Inclusion and Environmental groups in Kildare. We are committed to strengthen capacity through information sharing, capacity building and training. We endeavor to strengthen key relationships to ensure that the voice of all groups in Kildare will be heard, hence, influencing policy making for the greater good of all groups in the County. In 2021 we welcomed 90 new member groups to the network and 3 new members to our Secretariat.

Governance

The 2021 Workplan was approved by the Secretariat and Plenary to prioritise the implementation of changes to comply with Department Directives. A real focus in 2021 was on Governance and Compliance and we are delighted to say that we are now fully compliant with the PPN Handbook. In December of 2021, the proposed work plan for 2022 was approved by the Secretariat and we look forward to achieving huge success, with a very ambitious and pro-active plan. We will strengthen the capacity for decision making, improve inclusion and work with all groups to fill gaps which they have identified.

In 2021, building on our communication plan was key, and we increased the volume of publications to the network. We improved and grew our social media by over 40% and introduced an information hub in support of the Kildare Integration Strategy.

CAPACITY BUILDING

Training

A training needs analysis was conducted with member groups during 2021 to identify the training needs of our members. From the results a total of 8 training modules were delivered during 2021 with a total of ninety member groups attending. An induction video for new member groups was also developed along with an induction video for new Secretariat members.

Secretariat, Staff and Representative training also took place with SJI in collaboration with WIT.

EVENTS

Many events were held throughout 2021 in collaboration with key stakeholders. They included, Community Grant Information sessions, Social Inclusion week, Climate Action weekend, the KCC Climate and Energy week and Our Plenary meeting.

PARTICIPATION IN DECISION MAKING

Throughout 2021 we hosted a number of consultations and made a number of submissions on behalf of our member groups, including the pre-draft stage of the County Kildare Development Plan. We also hosted our own Climate Conversations as part of the Department of Environment, Climate and Communications National Dialogue on Climate Action.

Representatives

The network has twenty-four Representatives on decision making committees within Kildare County Council. They act as a conduit for all community groups to have their voice heard, and to allow them to influence change for the greater good of everyone in Kildare. In 2021 Kildare PPN set up a Representatives network for all Representatives, where they now have an opportunity to network and share information on a quarterly basis. The reporting system for Representatives was also streamlined, where they can now upload their representative reports straight to the Kildare PPN website.



Kildare Town Community Development Centre

During 2021 County Kildare LEADER Partnership commenced renovation works at the former Presentation Convent in Kildare Town to develop the complex as a Community Development Centre.

With the assistance of a €200,000 grant through the Rural Development / LEADER Programme building works commenced in June 2021 and by the end of the year works were nearing completion. It is hoped that the work will be completed in the early months of 2022 and that the CKLP staff will transfer from the current base in Jigginstown, Naas by early summer.

The current works at a cost of approx. €1 million are phase one of a long term development plan and involve the convent building and the former secondary school. The development of the former primary school on the site is a longer term objective. The building works are being undertaken by Duggan Lynch, building contractors and overseen by Bluett & O'Donoghue, architects. The primary works include conservation, fire safety requirements and disability access as well as general upgrades and improvements.

It is proposed to continue to focus on education and training in the centre continuing a tradition established in 1830 and continued by the Presentation Order until 2017. As well as providing facilities for community based education and training the facility will provide accommodation for ancillary CKLP staff and other not for profit organisations in County Kildare.

The development of the Kildare Town Community Development Centre is a collaboration between CKLP and the Irish Social Finance Centre with loan finance provided by Clann Credo.





County Kildare

LEADER PARTNERSHIP

Jigginstown Commercial Centre, Old
Limerick Road, Naas, Co. Kildare

Tel: 045 895450

E-mail: info@countykildarelp.ie



EUROPEAN UNION
Investing in your future
European Social Fund



Rialtas na hÉireann
Government of Ireland



The Social Inclusion and Community Activation Programme (SICAP) 2018-2022 is funded by the Irish Government through the Department of Rural and Community Development and co-funded by the European Social Fund under the Programme for Employability, Inclusion and Learning (PEIL) 2014-2020