

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

LDC Annual Progress Report 2019

TEMPLATE. LOT – Kerry North East
& West Kerry (19-1)



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

Co-funded by the Irish Government
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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.

Social Inclusion and Community Activation Programme (SICAP)

Annual Progress Report 2019

(The report should be uploaded to IRIS by 15th January 2020)

Local Development Companies are required to submit an Annual Progress Report on an annual basis. LDCs should use this template to prepare the report, which will be reviewed by the LCDC as part of the Annual Performance Review. The report will also be used by Pobal to prepare the SICAP annual report.

1) Overview of 2019 (max. 1,000 words)

Please provide an overview of the experience of SICAP implementation from January to December 2019 under each Goal, with reference to the three questions below (a-c). Refer to the relevant thematic areas under each goal when providing your responses. Areas for consideration may include, but should not be limited to, engagement with LCDC and other stakeholders, programme design and requirements, operation and delivery, budgets and resources, organisational/staff development, and external context.

Goal 1

a. Key achievements

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

i. Promote community engagement and stronger communities:

Action 1 Action 1 Community Capacity Building Disadvantaged Areas:

NEWKD worked in a dozen disadvantaged estates across the Lot area delivering a wide range of supports. Key achievements included, the delivery of a wide range of activities in estates with sports and physical activities proving especially successful in engaging residents. This year we ran a triathlon programme for children in Shanakill and Rahoonane. A couch to 5km programme for adults also took place in Shanakill for 9 weeks, for the final session the runners were registered and took part in the Tralee Parkrun in the town park which is a free weekly timed run that the runners still attend and they also still meet one evening a week to walk or run. Swimming lessons designed to prepare swimmers to participate in the nationwide Swim for a Mile programme were offered to people from the estates we work in, and this was done in partnership with the KRSP. NEWKD also offered beginner swimming lessons to a group of female asylum seekers from the local reception centre with the aim of increasing overall wellness, learning a new skill, getting out of the reception centre with the aim of increasing confidence. Another indirect outcome of this development work is the engagement from the community has increased on decision making bodies e.g.: Rath Oraigh –interagency group now has 5 representatives who are residents of the estate.

Action 9 Supports for Equality:

Under SICAP NEWKD worked on a number of actions aimed at promoting equality. We hosted and contributed SICAP funding towards a workshop delivered by the European Anti-Poverty Network (EAPN) in Tralee to support groups to input into this year's Social Inclusion Forum which takes place in Dublin annually and provides a forum for consultation on social inclusion issues. The findings from the meeting became part of the EAPN report to the conference and a number of target group participants were funded to attend the event (by EAPN).

As a follow-up to this event SICAP worker facilitated the initial set up of a network of groups who are interested in promoting equality and social inclusion, and the seminal Kerry Social Inclusion and Equality Network has had a number of meetings and a presentation from Brian Harvey on the current state of the community sector in Ireland.

ii. Build capacity of LCGs

Action 3 Supports for People with Disabilities:

Under the Social Farming project SICAP supported the increase in the number of host farms in the Lot area to 10 and supported the employment and management of a new social farming facilitator who works in the LOT area. This development is having a positive influence on the development of new farms.

Action 4 Supports for Disadvantaged Men:

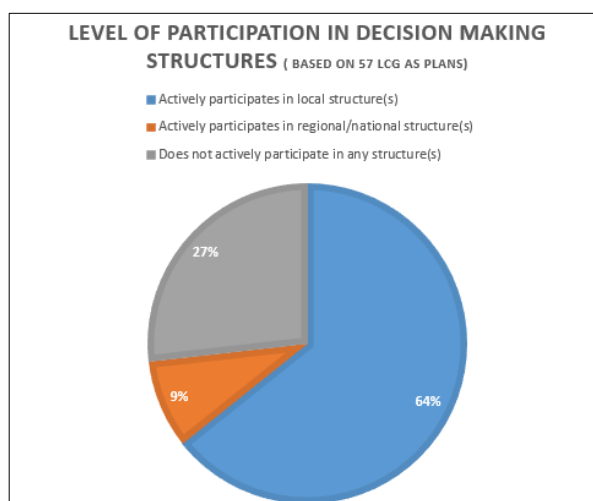
New sheds were developed in Listowel and Castlegregory and 8 previously established sheds are operational and were supported in Listowel, Tralee, Ballybunion, Ballyduff, Ballyheigue, Lixnaw, Castlegregory and Dingle. SICAP supported a successful North Kerry Men's health seminar in October in an effort to increase focus on physical and mental wellbeing in the Sheds

Action 8 Supports for Disadvantaged Women:

The closure of the Tralee women's resource centre acted as a catalyst for a grass roots group to come together and organise themselves to support the provision of services for women. The group organised and demonstrated active citizenship in pursuing the reopening of the women's centre. The campaign was not successful in keeping the existing centre open but led to the development of a new organisation - The Kerry Women's Resource Centre which now has a board and a base from which they hope to commence the delivery of services in 2020. The group are supported by the SICAP Development Worker.

iii. Support participation in decision-making structures

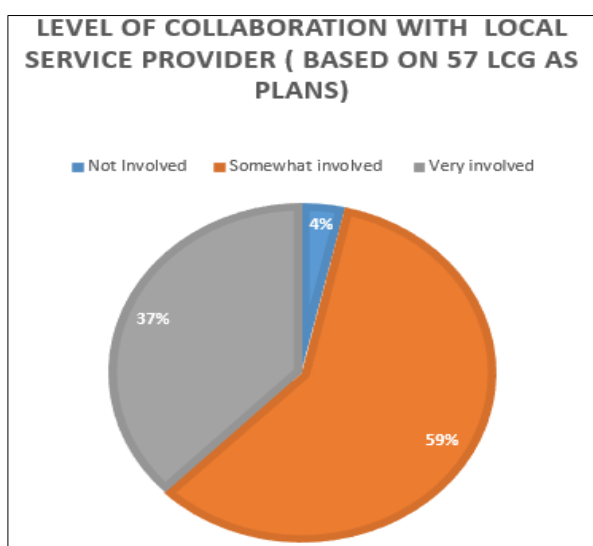
SICAP supported a number of groups to engage in decision making structures in 2020. This is based on 57 completed LCG Annual Support Plans (AS) late Dec 2019.



64% actively participate in local structures

27% do not actively participate in any structure

9% actively participate in regional / national structures



59% are somewhat involved with their Local Service Provider (LSP)

37% are very involved with their LSP

4% are not involved with their LSP

iv. Promote collaborative engagement

Action 5 Social Enterprise:

In 2019, NEWKD was involved in a collaboration with a number of stakeholders to set up the Irish Social Business Campus. In this collaboration, NEWKD was a key partner in the application to Enterprise Ireland to secure funding to roll out a number of supports to social enterprise across the Munster region. As part of this venture we supported ISBC to deliver an innovative seminar on corporate social responsibility which took place in Limerick. A report and follow up will take place in 2020.

v. Support SEs which contribute to SICAP outcomes

A number of social enterprise initiatives were delivered under SICAP which supported SICAP outcomes in 2019.

Action 5 Social Enterprise Supports:

SICAP staff led the development of the NEWKD Social Enterprise Strategic Plan 2019 – 2022 the action plan is aimed at supporting the Social Enterprise community, and working towards achieving better outcomes for the NEWKD area using existing and new resources and was one of the first LDCs in the country to develop such a plan.

Social Enterprise Training Programme:

In 2019 NEWKD / SICAP applied and secured funding from NEWKD LEADER Programme to develop and deliver a number of training programmes for Social Enterprises which was organised and co-ordinated by SICAP

The Social Enterprise Training was targeted at 2 specific groups: New or potential social enterprises, Existing Social Enterprises and Community Projects –Phase one was completed in September. Phase 2 & 3 will be completed in 2020.

Arts & Creative Programme:

As part of our collaboration with relevant agencies, NEWKD worked with the Arts office of Kerry County Council to deliver a comprehensive training programme for Social Enterprises in the Arts & Creative sector. The aim of this programme was to give these groups training in all aspects of social enterprise delivery including governance, financial analysis, structural analysis, business analysis and project management. The first phase of the arts and creative programme began in November

b. Challenges and barriers

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

Budgets and Resources:

Funding in the community and voluntary sector has not recovered since the economic crash and the subsequent austerity. Following 2008 the community and voluntary sector lost -35% to -45% funding & lost 31% staff, 53,000 to 36,000. Spending on community development /social exclusion is now only approximately half of what it was in 2008 (Source: Dept. Public Expenditure & Reform). The new budget for SICAP is around half what it was in 2008. Therefore, the gaps between what we are asked to do and what we

can do is significant, while the needs and demands for community development and social inclusion interventions is greater than ever.

LCDC:

Engagement with LCDC is working well and there are no issues. However, from a broader perspective LDCs are only one sector which is active in the area of social inclusion work and with one of the smaller budgets. Therefore, it would be very important to begin to gather information and get reports on what other agencies are doing in the County as regards social inclusion, what supports are available and how service gaps can be enhanced through collaboration or otherwise. This is a function that the LCDC predecessor the CDB performed to some degree, whereas the focus of LCDCs seems to be largely on LDCs.

c. Key learning

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

Lessons learned:

i. Promote community engagement and stronger communities

Action 1 Action 1 Community Capacity Building Disadvantaged Areas:

Managing the strong residents to allow others to get their voice heard is vital to facilitate change and also we have to be realistic regarding what responsibilities residents can take on.

Action 9 Supports for Equality:

Training is needed across the sectors including training on the implementation of public sector duty. NEWKD is currently examining the possibility of commencing internal training and development re: equality and PSD in 2020.

ii. Build capacity of LCGs

Action 3 Supports for People with Disabilities:

We need to have more interaction with families of Kerry Social Farming in order to better understand the needs of the clients we work with. There is also a greater need for Kerry Social Farming to engage with service providers and these will be priorities in 2020.

Action 8 Supports for Disadvantaged Women:

There is a need for keeping women's issues in the public domain and galvanising women to take action on relevant issues. Childcare provision is becoming more of an issue for parents and needs to be tackled.

What worked well?

Action 1 Community work in estates:

- The partnership with Kerry County Council is positive and continues to evolve
- Organising and delivering upon a number of community events is appreciated in communities and helps to build relations with SICAP officers and residents e.g. community family days, community art projects, etc..
- Organising an inter-agency response to an area is beneficial. SICAP is facilitating this process and it has proved to be very beneficial as evident in Rath Oraigh. We will continue with this model of work in other areas in our 2020 plan.
- In our estate work, SICAP/NEWKD has been engaging and activating communities through sport, and this has proven to be a very effective engagement tool especially in Shanakill, Rathoonane and Rath Oraigh.

Action 4 Supports for Disadvantaged Men:

- Supporting Men's Sheds to spend time on the social and health aspects of the sheds as well as the woodworking / crafts work

Goal 2

a. Key achievements

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

i. Promote personal development and wellbeing

Action 10 Supports for mental health and wellbeing:

The Open Arms Kerry group are a group attempting to set up a wellness support centre for the community and run by the community. NEWKD supported the group to come together to agree on a mission statement, values and aims, as well as beginning to look at a strategic plan. An application to LEADER for a business plan was submitted as well as an application to the Community Support Fund. The SICAP social enterprise officer also met with the group to look at the possibility of sustaining the project through a social enterprise and this will be explored more in 2020. We arranged a visit to the Ros Café in Killarney run by KMHA, here we were given a tour and told how the social enterprise supports the work of the centre.

The Kerry Mental Health and Wellbeing Fest 2019 was a great example of what can be achieved when agencies working toward the same goal pool resources. Over 2 weeks there were over 100 events organised across Kerry. SICAP development officer worked on this organising committee and SICAP funds were used to fund a number of events.

Action 11 Supporting New Communities and Roma:

NEWKD / SICAP coordinates the Failte Isteach English language supports in North Kerry. Classes run every week except for July and August. The classes are taught by volunteers recruited by the SICAP development worker through the Kerry Volunteer Centre. The SICAP officer completes Personal Action plans with the students and through this is able to identify a number of training needs that can assist the participants to get a job and add to their CV. We applied for the Community Integration fund and received €5000. With this money we have started to provide training in HACCP level 1 food safety and a Safe Pass course to allow them to work in the area of construction. Prior to attending the course the participants are required to attend English classes specifically related to the area of training. They will now be offered support with CVs through the LES.

Action 14 Supporting disadvantaged young people:

SICAP supported a wide range of training for young people including piloting a new training series "Get Started " which commenced with "Get Started Driving" – components included a nutritionist workshop to promote health & wellbeing. As well as Driving Lessons a personal development component was delivered by professional guidance councillor. The key objective was getting people driving to help overcome transport issues and that was

achieved through support with driver theory and driving lessons. This support also acted as an incentive to get people to attend and take up the other course components and take a step on the path to education or employment.

ii. Provide preventative supports for children and young people

Action 12 Supporting Families, Supporting Education:

SICAP delivered a wide range of supports under the Incredible Years Programme (IY). Using funding from NEWKDs LEADER Programme, the SICAP development worker co-ordinated the Incredible Years/Basic Parent Programme training which was delivered on the 29th, 30th and 31st of May, 2019. The Incredible Year's Small Group Dina training (aimed at teachers and childcare workers primarily) was delivered in Tralee in September. This was attended by 7 schools and 3 FRCS. Delivery will be supported into 2020 with Ballyduff FRC, Shannow FRC and St. Brigid's FRC both commencing Incredible Year's Basic Parenting courses in late January 2020.

SICAP also supported the delivery of a successful IY parent programme in collaboration with the Shannow FRC, and Rath Oraigh Incredible Years programme.

SICAP also supported 26 education assessments which have been funded and carried out this year. Financial assistance towards transport /childcare for those who are on schemes and undertaking training was also provided as was bursaries for third level under the Kingdom Education Bursary – all coordinated by SICAP.

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

Action 15 Enterprise Supports:

ILDN Enterprise Awards: In January NEWKD launched the ILDN Enterprise Awards. This was a joint collaboration with SKDP. This was open to all "Start Ups" from the previous two years. We had over 30 applications. The local awards night was held on the 21st of March in the Rose Hotel during Enterprise Week. The 4 winners went on the Regional event which was held in April. NEWKD-supported SICAP client David Lyons, of "Rawmation" a company that designs and manufactures board games was selected to go forward and represent the company at the National event held in Tullamore, Co. Offaly. In preparation for this David received a range of supports and he had to submit a 3 minute sales pitch for the adjudication panel.. While he did not win on the night, David benefited from the networking opportunity and separately he won the IBYE Kerry's best young start up with a €15,000 prize.

A wider range of training more than ever before was provided to support clients to develop their business was provided based on needs identified over previous years.

b. Challenges and barriers

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

In an External Context:

i. Economic Inequality:

While unemployment is relatively low (although higher than the national average in the LOT area), low pay is an issue. Approximately 23% of Ireland's full-time workforce is on what is categorised as low pay, or earning less than two thirds of median earnings, according to 2017 figures (OECD). Locally Kerry has one of the lowest disposable income in the country, €18688 on average per year. Neighbouring counties Cork and Limerick have averages of €20761 and €22515 respectively (CSO 2017). The impact of these statistics on our clients is that they are often struggling financially and this can be an impediment to progress in employment or education or other areas such as housing.

The quality of jobs can vary in the area with precarious and low paid employment not uncommon in areas such as retail or hospitality. There are also some employers whom NEWKD would not actively recommend clients to pursue, due to their perceived record as employers.

ii. Programme design and requirements:

There is a perennial issue of getting the balance between depth and breadth of work under SICAP. NEWKD would like to do more in-depth work in certain areas but this would necessitate a reduction in activities elsewhere. The main limiting factors here is – targets, as certain areas may not render high targets, working with groups for example or children and families. Other factors are the need to engage with a certain number of target groups on which we are compared nationally and there are demands from the community.

c. Key learning

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

Lessons learned:

i. Promotion of personal development and wellbeing

A learning from the STEPS personal development programme has been that some clients want ongoing supports in order to really make the changes required. In response to this SICAP supported informal group sessions in Tralee. We identified key people who are interested in becoming STEPS Mentors. This work has now informed NEWKD to develop a

STEPS Mentoring Programme which we will deliver in conjunction with the Pacific Institute in 2020.

NEWKD was also one of the pilots for the distance travelled tool and will use it to track progression of clients particularly in relation to personal development support.

Action 14 Supporting disadvantaged young people:

Lessons learned:

Certified courses/training may require extra supports for clients to complete successfully.

Extra time needs to be built in for those that may require extra resources and supports such as a quiet study space, laptop, internet, printing and supported study.

We need to recognise that lack of money may be a barrier and see if we can support client in related costs such as, transport, food, materials, and uniforms.

What worked well?

Collaboration with KETB on Get Started “on the road” where we shared expertise and resources. This was a needs driven course created by SICAP to help overcome the transport barrier. SICAP supported clients to complete the course by providing transport, food, materials. We provided a quiet study space, laptop, internet, printing and supported study. Similarly, collaboration with SkillNet on an Eye and Nail treatment ITEC certified course also worked well. SkillNet funded the course and SICAP recruited and supported clients to complete it and provided transport, food, materials, uniforms, quiet study space, laptop, internet, printing and supported study.

iv. Provide lifelong learning opportunities

Action 13 Life Long Learning – Improving Knowledge Skills and Competencies in Adults:

Community Coaching Programme:

Lessons learned:

Extra time and resources may be needed to support clients but when applied works very well in supporting them to complete the programme successfully.

What worked well?

The Community Coaching Programme was an evolution of collaborative work between KRSP and NEWKD which has taken place under SICAP that promotes physical activity and sports in disadvantaged communities both as an end in itself and as a means of engaging with the community and linking into other services. Collaboration was key to the success of the project, working together with different agencies and applying different expertise.

Action 12 Supporting Families, Supporting Education:

Lessons learned:

Education assessments must continue to be supported as the need remains high. The need for financial supports for those attending further and third level remains a big issue. Interventions need to be made at an earlier stage to support Traveller students to remain in school

What worked well?

Incredible Years is a very effective parenting programme, and linkages with the FRC works well so that step down supports can be offered to all participants if needed.

- v. *Provide a pathway to self-employment/social entrepreneurship*

Action 15 Enterprise Supports:

Lessons learned:

BTWEA applicants may have skills deficits in key areas, and a lack of confidence in their abilities.

What worked well?

To overcome the issues identified as challenges, we offered extra supports to the client's. We offered extra one to one sessions with development officer, mentoring sessions with qualified mentors from our panel of qualified professionals are offered. These resulted in the clients gaining confidence, knowledge and the ability to proceed with their project.

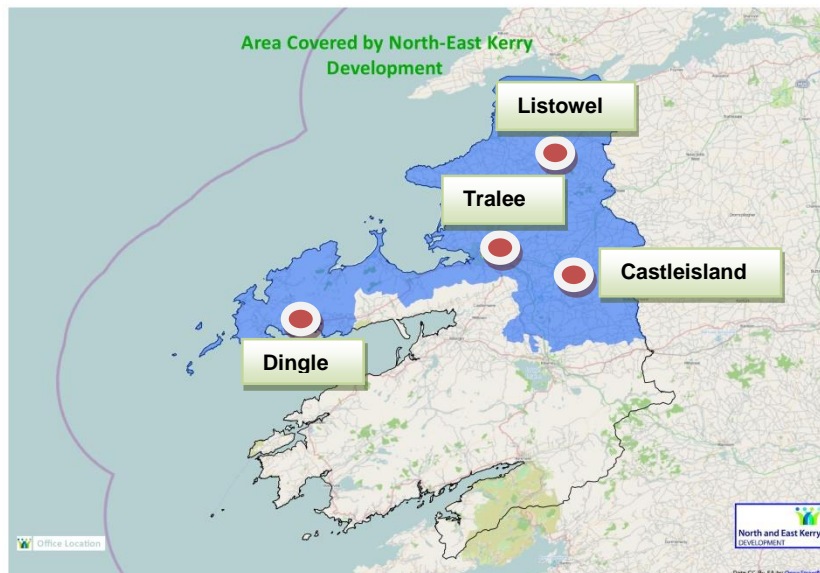
2) Engagement with beneficiaries (max. 1,000 words)

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

a. Engagement strategies

- (i) Outline the overall engagement strategies used during the year e.g. outreach approaches, location of drop-in offices.
- (ii) Select 2-3 target groups that the LDC prioritised in 2019 and describe the specific engagement strategies used for these groups.
- (iii) If not mentioned under key learnings above, were there any strategies that were particularly successful for specific target groups? Please describe.

(i) The accessibility and availability that NEWKD provides countywide:



NEWKD has invested in office bases in Tralee, Castleisland, Dingle and Listowel which make workers accessible to communities. Individuals and community groups know that they can find us in one of the main towns. Our minimum office opening hours are 9am to 5pm with many staying open later and up to 9.30pm (Tralee office). This allows courses and groups to be delivered at times that suit target group members. Participants may also access computers, printing facilities and our library of materials to facilitate their needs in relation to the support being offered. These spaces also have appropriately designated meetings areas for confidential meetings. However, the majority of our community development work will take place in the communities themselves using existing community facilities at times that will facilitate community engagement. The possibility of locating more development worker time in existing community facilities will be explored to increase development worker's presence and accessibility within targeted communities.

(ii) Target Group Engagement:

The Listowel & Castleisland Drop YEI services for under 25s:

The service supports young people to progress onto education or employment. We offer practical help such as supporting young people to apply for education and training courses and jobs, practice interviews and application-writing. The Listowel service engages people through a drop in facility with a young person friendly environment with bright colours, TV, games etc. which is open in evenings as required. There is also an outreach facility in Feale Drive Estate Listowel where a certain percentage of the target group reside. Castleisland drop in service offers a similar service with flexible hours and access to cutting edge ICT through the TechSpace initiative. Development workers will contact young people regularly to ensure they show up for appointments etc and offer transport supports where possible. Through SICAP we have supported young people to become involved in a variety of community projects such as Writer Week (they organise the children's section annually). This volunteerism helps integrate them into the community to a greater degree, improve perceptions and provide work experience. The service uses extensive use of social media to target clients. NEWKD also support Sliabh Luachra boxing club and through this has access to an extensive pool of parents and young people.

Working in Disadvantaged Estates:

NEWKD focusses a lot of our work in estates with high deprivation levels in order to maximise the impact of resources. To do this successfully requires a presence on the ground in the estates and in 2019 we increased our presence in estates in Tralee in particular. Methods of engagement that worked well included supporting family days which is good way to meet parents and children in a positive environment. We supported and delivered a number of sporting or physical activities for young people and adults. This was a good way of engaging with adults and getting them to engage with SICAP workers and amongst themselves. Young people were attracted by activities such as cycling and triathlon and this type of engagement often shows up other issues such as mental health, isolation, lack of money etc.

Targeting Key Issues:

Developing initiatives under SICAP on issues such as mental health, disability, and supports for new communities is way of engaging target groups through the provision of practical supports on issues which are often very meaningful to and timely for them.

Geographical & Thematic Networks:

As a way of continuing to engage with clients NEWKD have developed and supported community and thematic networks as a central part of our continuing work to promote active citizenship across the geographic area covered by the company. There are four Local Area Advisory Councils covering the areas of Tralee, Castleisland, Listowel and Dingle, and these generally meet monthly.

There are also thematic network groups covering themes including Social Enterprise, Men and Women.

b. Publicity

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

The methods by which NEWKD uses to promote SICAP:

Public Events:

SICAP services were publicised at events such as Enterprise Week and the Progressive Pathways fair. A variety of certificate awarding events were held - for example under the YEI project for young people who completed training courses such as Hotel and Bar Skills and Beauty Therapy. A range of community events were held in estates and other locations at which SICAP services were promoted. The NEWKD social enterprise strategy launch was held in ITT at which SICAP information was distributed. There are also promotional opportunities run by the private sector such as the Kerryman Enterprise awards where NEWKD sponsor an award and attend and promote the programmes we implement.

Social Media:

NEWKD has a significant Facebook presence both from its NEWKD Facebook page and other pages it runs for specific programmes or projects e.g.: LES, Revamp, YEI service Listowel and Castleisland and Foodshare. The company Facebook page is updated daily, has 2849 friends on the overall Facebook, 5000 on the LES and a few thousand between our other pages. SICAP features regularly in posts and NEWKD also updates the website regularly and are also on Twitter.

Print Media:

NEWKD develops a quarterly newsletter with the sole intention of promoting SICAP in the key disadvantaged areas. We currently distribute 2000 copies to estates in Tralee, Listowel Castleisland and Dingle. This newsletter provides updates on the work being implemented through SICAP locally. NEWKD will continue this in 2020 and will increase circulation if budget permits.

We also co-ordinate the collation of information and printing of newsletter for the Mitchel's regeneration area.

NEWKD are also regular contributors to Changing Ireland magazine, which is the national magazine promoting SICAP and the SICAP Manager is on its editorial board.

NEWKD feature regularly in the county papers, the Kerryman and Kerry's Eye and also the local advertisers.

c. Target groups

Outline challenges or barriers to supporting particular target groups in 2019.

i. Promote community engagement and stronger communities

Action 1 Action 1 Community Capacity Building Disadvantaged Areas:

Working in estates is incremental and involves a big commitment in terms of staff time. For example, SICAP has been working in Rath Oraigh since SICAP 1. It has taken us this long to get community representatives to the table and this required a lot of engagement work. It would be great to work from the estate and have more time to be present there

Action 2 Support for those in danger of becoming homeless:

There are a lot of agencies supporting the homeless with bigger mandates than SICAP and it can be difficult to ascertain clarity on a clear pathway to significant progress. SICAP funds are beneficial for the families, but development work has not been identified to us and therefore the role is modest and we would question as to whether it is essential.

Action 9 Supports for Equality:

The area of equality is an evolving and contentious area and there is a need for education, awareness raising and policies across sectors and community.

Regarding setting up and supporting an equality network, it is time consuming for SICAP and groups involved given resources available

ii. Build capacity of LCGs

Action 3 Supports for People with Disabilities:

There is work required to enhance the capacity of the social farming working group and there is a need for extra hours for the North Kerry Social Farming Facilitator position to support the work in LOT area. A network group for host farmers needs to be created and supported.

Action 4 Supports for Disadvantaged Men:

There is significant resistance to initiatives around social inclusion, physical and mental health. Sheds need to be supported to engage with health promotion opportunities

Action 8 Supports for Disadvantaged Women:

Activism takes time and energy as you will inevitably face barriers and the campaign to develop a new women's resources centre required both from SICAP staff and volunteers.

iii. Promote collaborative engagement

Action 12 Supporting families and education:

Significant monies are needed to expand the Star Pupil programme to have earlier interventions at 1st and 2nd year level.

Action 14 Supporting disadvantaged young people:

There is a proven need to give disadvantaged young people the extra support that they require to progress into education or employment. In particular, young people from disadvantaged areas that face multiple barriers to progression. This requires many interventions and hours of one to one support throughout their journey. There needs to be an acknowledgement of and recognition given to workers that do more intensive work with clients locally and nationally. There should be a balance of paperwork and face to face work with clients. Introduction of 2 new tools in 2020 – Distance Travelled tool (POBAL) and Skills Summary (DYCCA NYCI) which requires more training, paperwork, data inputting and tracking and all these things take time.

iv. Promote personal development and wellbeing

Action 10 Supports for mental health and well-being:

The Kerry Mental Health and Wellbeing Festival will be in its 3rd year in 2020, but as funds coming through Healthy Ireland and Connecting for Life are not known until later in the year, it is difficult to plan without knowledge of budgets. Funding could be ring-fenced and prioritised earlier in the year to allow for successful planning of the fest.

The working group for the fest can organise 100 events over 2 weeks, and it would be beneficial to have an interagency group under the Connecting for Life strategy who meet regularly to plan for needs emerging in the area of mental health and wellbeing, pooling human resources, ideas, funds and local knowledge throughout the year and not just for the festival in October.

v. Provide lifelong learning opportunities

Action 13 Life Long Learning – Improving Knowledge Skills and Competencies in Adults:

The Star Pupil Programme: NEWKD believes that the Star Pupil interventions at 5th and 6th year come too late as a large number of identified Traveller students have stopped attending or are on reduced timetables by the time they come to us.

The Community Coaching Programme: Community coaching support was needed and provided to the clients as the group was very mixed and different levels of education so the SICAP officer had to be present for each workshop. Providing one to one and mentoring to

the clients, and dealing with disclosures around mental health and disability and identify the hidden disabilities. Making sure the needs of the participants were supported on the courses.

vi. Provide preventative supports for children and young people

Action 12 Supporting Families, Supporting Education:

In the NEWKD area there are 72 primary schools and 17 post-primary schools.

The evidence to support education being the single most important factor in combating the poverty cycle is extensive. Ideally, developing an education life cycle approach to our delivery would be stronger. This would include having links with pre-schools to support transition into primary school, engaging parents at primary school level along with supporting transition into post-primary school, while parental engagement and supports for transition to third/further education could make up some of our work-plan. There is research to prove these timeframes in a child's/young person's life are key in developing strong outcomes for children/young people and their parents.

There is a need to engage Traveller families to maximise the number of students sitting Leaving Cert. At present too many students are encouraged into Youthreach and other programmes

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

Action 15 Enterprise Supports:

The underline barriers were lack of confidence in their business idea, and self-belief.

Therefore, a lot of clients need high level of support from the SICAP staff member.

For some clients they may be weak in particular areas i.e. advertising, promotion, administration, accountancy, end of year reporting.

vi. Barriers and gaps in lifelong learning and employment

Action 13 Life Long Learning – Improving Knowledge Skills and Competencies in Adults:

Those presenting as unemployed and seeking education or employment progression tend to have higher needs than previously. These may include, poverty related issues, mental or physical health problems including low confidence /self-esteem.

d. Emerging needs

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

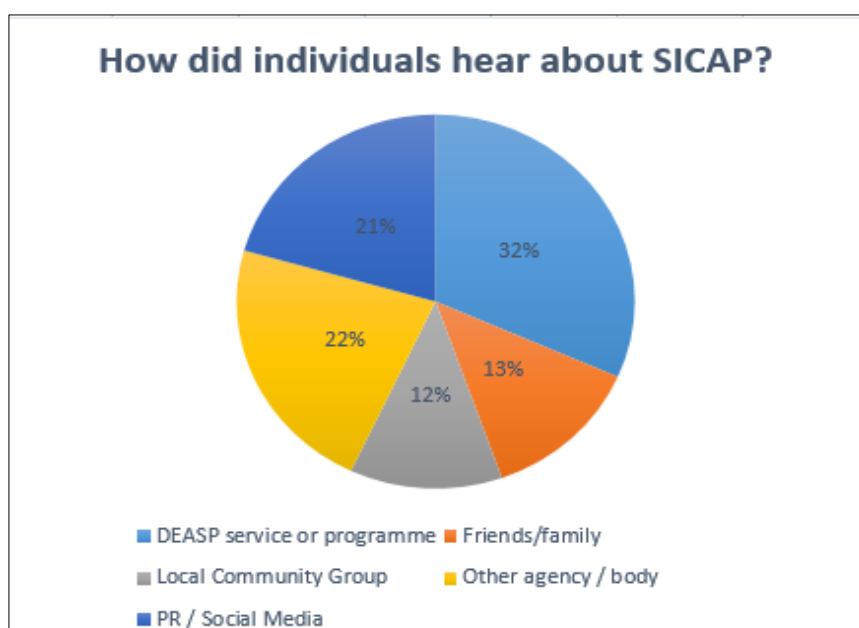
Action 2 Support for those in danger of becoming homeless:

SICAP funds were used to provide social and recreational activities for children in transition housing currently being supported by the 2 part-time NOVAS family support workers.

e. Client referrals from other agencies

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

NEWKD has links and referrals which come through a number of agencies / avenues. As at the 12th December 2019 a total of 500 referrals occurred by means of DEASP, friends / family, LCGs, PR / Social Media or other agencies (direct provision centres / resource centres, employment Schemes, FRCs, community centres, HSE, ETB, Youth Centres)



How did the Individual hear about SICAP? (based on figures as at 12/12/19)	
DEASP service or programme	158
Friends/family	65
Local Community Group	62
Other agency / body	112
PR / Social Media	103

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

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

a. Key Performance Indicators (KPIs)

Provide an update in relation to progress against the agreed KPI targets. If applicable, outline the reasons why targets were (i) not achieved or (ii) exceeded.

Caseload achievement - on the 15th January 2020, NEWKD achieved 101% or 691 individuals on the caseload and 62 LCGs on the caseload / 100% achievement.

The following is the **action progress level achievement** (source *IRIS Action Progress Report*) for KPI 1 & KPI 2, with reasons for under-achievement / achievement in the last column:

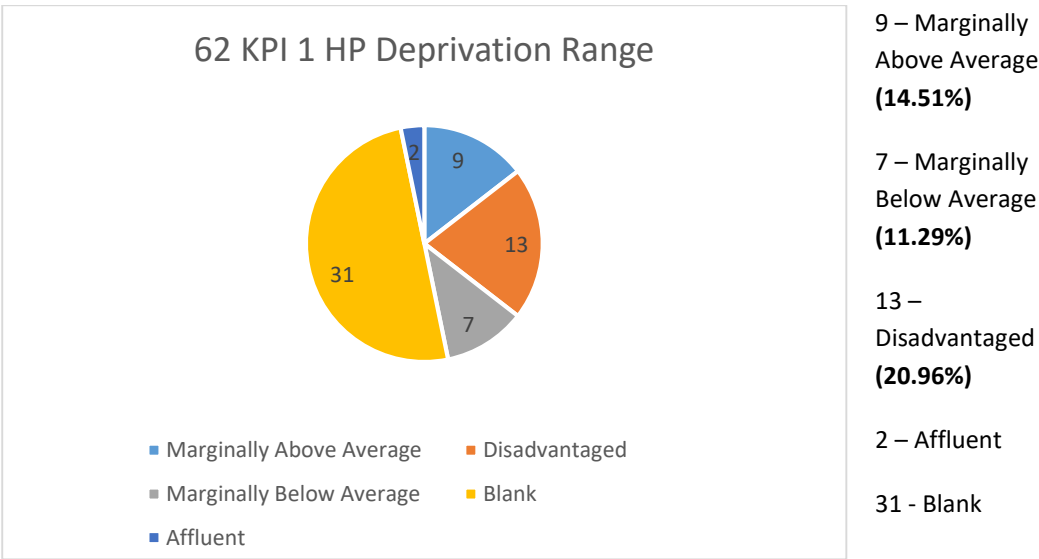
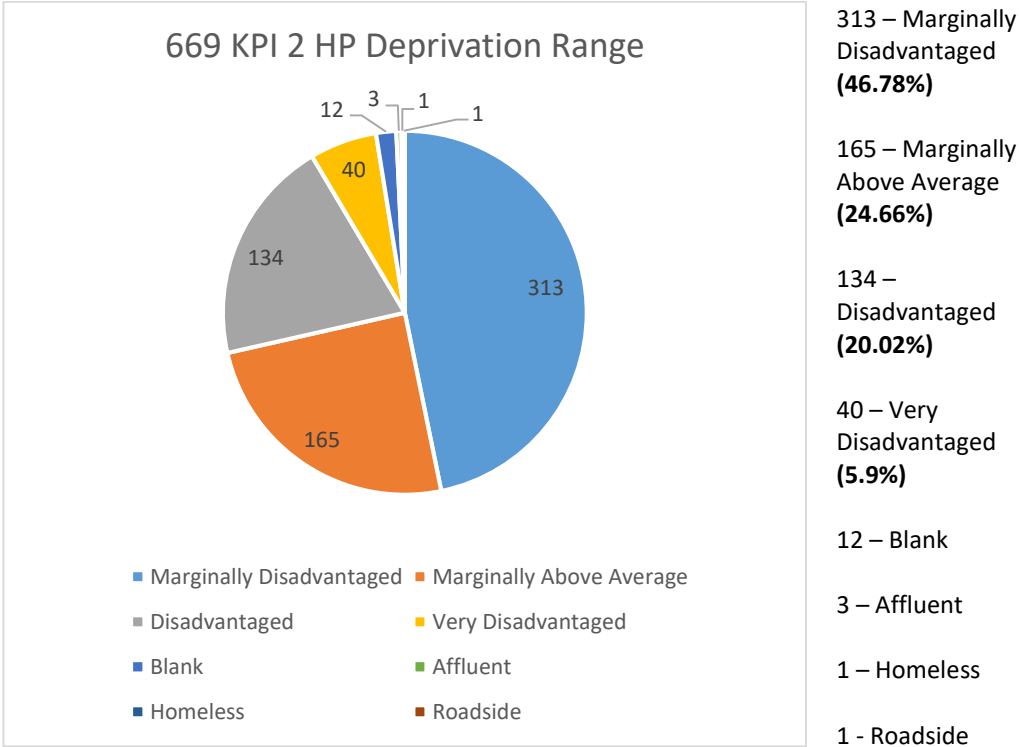
KPI 1	KPI 1 Target	KPI 1 Actual	Achieved Y/N	Reason
(2019) Goal 1 Action 1 Community Capacity Building in Dis. Areas	12	28	Y	This is a priority strategy for NEWKD
(2019) Goal 1 Action 2 Support for People in danger of becoming homeless	1	1	Y	On target
(2019) Goal 1 Action 3 Supports for People with Disabilities	7	6	N	Within range
(2019) Goal 1 Action 4 Supports for Disadvantaged Men	10	9	N	Within range
(2019) Goal 1 Action 5 Social Enterprise Supports	2	6	Y	NEWKD put a big emphasis on Social Enterprise Development in the area
(2019) Goal 1 Action 6 Supporting Smallholders	7	2	N	SICAP reduced activity here to concentrate on other areas
(2019) Goal 1 Action 7 Support for those with Substance Misuse Problems	1	1	Y	On Target
(2019) Goal 1 Action 8 Supports for Disadvantaged Women	9	4	N	A lot of time was put into supporting the development of the Kerry Women's Resource centre
(2019) Goal 1 Action 9 Supports for Equality	4	1	N	A lot of the work was collaborations rather than groups
(2019) Goal 2 Action 10 Supports for Mental Health and Well-Being	4	3	N	Within range
(2019) Goal 2 Action 11 Supporting New Communities and Roma	0	1	-	KPI 1 Target not set at start of 2019, but the need necessitated work with LCG in late 2019
(2019) Goal 2 Action 12 Supporting Families, Supporting Education	0	1	-	KPI 1 Target not set at start of 2019, but the need necessitated work with LCG in late 2019
(2019) Goal 2 Action 14 Supporting Disadvantaged Young People	5	3	N	Within range
(2019) Goal 2 Action 15 Enterprise Supports	0	1	-	KPI 1 Target not set at start of 2019, but the need necessitated work with LCG in late 2019

KPI 2 =	KPI 2 Target	KPI 2 Actual	Achieved Y/N	
(2019) Goal 1 Action 8 Supports for Disadvantaged Women	0	1	-	KPI 1 Target not set at start of 2019, but the need necessitated work individual.
(2019) Goal 2 Action 10 Supports for Mental Health and Well-Being	100	77	N	Development worker works in A11, also and there was increased demands there
(2019) Goal 2 Action 11 Supporting New Communities and Roma	30	85	Y	See above
(2019) Goal 2 Action 12 Supporting Families, Supporting Education	50	69	Y	Increased IY provision
(2019) Goal 2 Action 13 Life Long Learning	259	169	N	Closure of adult ed in CDP reduced number here
(2019) Goal 2 Action 14 Supporting Disadvantaged Young People	100	122	Y	Increased demand
(2019) Goal 2 Action 15 Enterprise Supports	115	151	Y	Increased training provision
(2019) Goal 2 Action 16 Supports for the Unemployed	30	30	Y	On target

b. Disadvantaged areas (as per HP Deprivation Index)

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

As at 14th January Goal 2 KPI 2 individuals totalled 669 and 62 LCGs achieved. The following graphs outlines the **HP Deprivation range of these individuals and LCGs on that date:**



Working in estates is a key strategy for NEWKD and these areas are disadvantaged to varying degrees. In 2020 we will increase work in estates where we have recently commenced work such as Castleisland

c. Achieving a social inclusion focus

As targets have been significantly reduced, it is critical that SICAP 2018-22 can evidence a stronger social inclusion and targeted focus in programme delivery. Please outline how this has been achieved in 2019, giving clear examples and describing how you hope to continue and strengthen this focus in 2020. Please refer to the SICAP multiple barriers measure when providing examples.

All actions in SICAP have a Social Inclusion component. Under SICAP Action 1 we worked in 11 disadvantaged estates in 2019. Under this targeted work we provided supports which ranged from environmental supports aimed at enhancing the living environment to social supports such as physical activities supported social and health inclusion. Educational supports were also provided and this is a key to social inclusion

In Action 11 we worked with TIRC to support asylum seekers and refugees who encounter high levels of social exclusion. Key supports here included English classes and training supports. Under Action 14 Supporting Young People, supports such as purchase of uniforms, food and transport were provided in order to reduce barriers to educational participation. Under Action 7 whereby we supported the TEAM Project which supports those in rehabilitation from drugs and alcohol and is another example as is the Action 2 Supporting the Homeless.

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

Please provide an outline of the work and approaches undertaken in 2019 to ensure that programme implementation is underpinned by three core horizontal principles:

a. Promoting an equality framework (what work happened to ensure equal access to all in all SICAP related work?)

There are specific actions for many of the groups protected under the 9 grounds in order to provide them with a specific focus in terms of SICAP supports.

In particular, we supported sign language interpreters on a number of occasions to give the deaf community access to workshops and meetings. We supported the Disability Federation of Ireland workshops to promote disability issues with election candidates and we set up a local equality network of community groups. SICAP also supported a campaign to develop services for women and has a specific action which supports disadvantaged women.

b. Applying community development approaches *(what work has happened across programme implementation to ensure that communities and target groups are supported to input and participate in decision making structures and to participate in the delivery of SICAP actions?)*

SICAP supports the men's sheds to participate in decision making through the North Kerry Men's Shed Network which links in countywide and nationally. Residents groups of various types have been formed as part of Action 1 and are giving residents the opportunity to input into how their estate is supported for example, the interagency group in Rath Oraigh now has representation from residents, while local policing committees will be supported in Ballyduff and Rath Oraigh.

Activism is also a key element of community development and SICAP supported the development of the Kerry Women's Resource Centre. Many women in the area felt that there was a gap in supports for women since the closure of the Tralee Women's Resource Centre. Local activists have campaigned to have a resource and this culminated in the setting up of a new entity in a new location and plan. Volunteers were actively supported by SICAP staff in this project.

c. Developing collaborative approaches *(what work has happened to ensure a collaborative approach with other stakeholders in the delivery of actions?)*

All actions have a significant element of collaboration. Examples of strategic collaborations include Action 1 Community work in Estates where we have a working group comprised of NEWKD and KCC staff who agree an annual action plan. Social Farming which is a collaboration of a range of partners to support social farming in Kerry. Under Social Enterprise Action 5 we have a partnership with the Irish Social Business Campus to support social enterprise at regional level and under Enterprise Action 15 we work with DEASP on the delivery of the Back to Work Enterprise Allowance.

Under Action 12 Supports for families and education - we work with FRCs and schools in the delivery of the Incredible Years and under Action 13 Life Long Learning – Improving Knowledge Skills and Competencies in Adults- SICAP supported the delivery of a course in Community Coaching in conjunction with KRSP.

1) Updates to IRIS Database

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

<input checked="" type="checkbox"/>	A narrative for each of the 2019 Actions has been input in the Update on Progress field under the End of Year report section of the action record. The <i>Action Progress Report</i> can be generated to view the updates for each action.
<input checked="" type="checkbox"/>	2019 financial and beneficiary data input is complete.
<input checked="" type="checkbox"/>	2019 data quality issues identified on system dashboards and views have been rectified.
<input checked="" type="checkbox"/>	Potential duplicate records have been reviewed and deactivated if appropriate.
<input checked="" type="checkbox"/>	2019 data follow-up has been carried out, as appropriate (e.g. LLL activity outcomes, still in employment/self-employment).
<input checked="" type="checkbox"/>	ESF exit data has been recorded for Individuals who exited SICAP in 2019.
<input checked="" type="checkbox"/>	ESF 6 month follow-up has been recorded for Individuals who exited SICAP up to end May 2019.
<input checked="" type="checkbox"/>	LDC contact information and staff member listing are up-to-date.
<input checked="" type="checkbox"/>	2019 End of Year Financial and Monitoring report (including the signed costs charged report and goal outcome reports) has been uploaded to IRIS.