

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

LDC Annual Progress Report 2020
LOT – Kerry North East & West Kerry
(19-1)



Ireland's European Structural and
Investment Funds Programmes
2014-2020
Co-funded by the Irish Government
and the European Union



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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.

Purpose of the 2020 Annual Progress Report

The purpose of the 2020 Annual Progress Report is to capture the impact of COVID-19 on the implementation of SICAP in your Lot. This is an opportunity to document the changes you have observed since the outbreak of the pandemic. In particular, this report will capture changes in beneficiaries' needs, the approaches used by the programme to respond to these needs, changes to your ways of working, alongside challenges faced during the year. Please include examples to support your answers, where possible.

A question has also been included at the end of the report, to give LDCs the opportunity to highlight any non-COVID related actions or projects that took place during the year.

Report size guide: 7-10 pages, excluding Annex 1. A page number guide is provided for each question. This can be adapted slightly to suit your reporting needs.

Two-three photographs can be included (optional), with the understanding that relevant permissions have been received and captions describing the photographs are provided.

1. Please describe how COVID-19 has impacted the needs of SICAP beneficiaries. (1 page)

Guidance: Please consider individuals, LCGs, SEs, non-caseload individuals, children and families. Have their needs changed, as compared to previous years? If yes, please describe how. Where possible, please indicate how these needs were identified e.g. local knowledge, discussions with local stakeholders.

Beneficiary Type	Needs
Single Parent Households	<p>Supports required during lockdowns to enable them to get shopping (issue/stigma of bringing children to the supermarket)</p> <p>Support in coping with children and parenting where children have less options for socialisation outside the home</p> <p>Female single parents which NEWKD have supported feel they have no break especially when schools are closed. In particular, those with children under 12 often have no time on their own. Challenges which are there already are amplified due to the restrictions.</p> <p><u>Needs identified through single parents in Tralee who were reached out to by NEWKD and facilitated to form a group.</u></p>
Social Enterprises	<p>Those SE's who were providing essential services during the lockdown required extra resources in terms of either staff/volunteers or funding, e.g. extra fuel costs, extra food required for clients</p> <p>Those who were closed required advice and supports in order to return to providing services for the community after lockdown</p> <p>A number of groups were forced to shut as the service they provide would not be deemed essential during the COVID crisis. They completely closed their doors and did not have footfall. Subsequently these SEs had no traded income.</p> <p>They faced a number of issues:</p> <ul style="list-style-type: none"> • Due to social distancing, staffing hours had to be staggered. • Increase in overheads such as diesel, food etc. • Difficulty to access PPE. • Difficulty to maintain contact with board and some board members who may be cocooning impact of this for social enterprise was found to be negative. <p><u>Needs identified through regular contact with SEs by zoom, phone and email and through Local CSP Network facilitated by NEWKD.</u></p>
Enterprise	<p>The restrictions imposed due to COVID 19, forced businesses to stop trading, or significantly reduced their capacity to trade.</p> <p>Once lockdown measures were lifted, significant financial pressures were imposed on business to reopen in line with HSE & HSA protocol. Generated income was significantly reduced due to new protocols and reduced footfall.</p> <p><u>Needs Identified through regular 1-1 contact with enterprises.</u></p>
Children and Families	<p>Students in disadvantaged families were finding difficulties in keeping up with their studies during the lockdown. Needs included lack of ICT –laptops in particular and lack of tuition supports. Pressure on students to perform online, presumption that all students have a laptop and Wi-Fi access. No libraries/schools/colleges being open. Adult students who have children experienced pressure due to lack of childcare availability.</p> <p><u>The need was identified by students contacting the LDC directly, FRCs, Community groups and via further education colleges and third level personnel contacting the LDC.</u></p>

Low Income Households	<p>Lack of food, inability to buy in bulk during the initial shortages. The effect on their mental health and financial pressure due to the drop in income.</p> <p><u>Need was identified by individuals directly linking with the SICAP officers. Also through linkages to LCGs such as Foodshare.</u></p>
New Communities	<p>People in direct provision (DP) are especially vulnerable. There was a need for sanitary products and to retain communication and connectivity with those in DP to mitigate isolation and well-being issues. Some needed supports around laptops and education.</p> <p><u>Needs Identified by SICAP officer through working the with Tralee International Resource Centre</u></p>
Older People	<p>Need for social contact during lockdown. Need for deliveries of essentials and in some cases meals on wheels.</p> <p><u>Needs identified through SICAP staff involved in the community response and also through linking with other NEWKD programmes such as RSS who support a home visitation service.</u></p>
People with Disabilities	<p>The stop / start nature of the Covid restrictions were particularly tough on the participants on the social farming programme. The lack of certainty and the absence of routine was acutely felt by this group and their families. Isolation was an issue for some young people with disabilities attending education who missed their friends.</p> <p><u>Needs Identified through SICAP links to people with disabilities and support agencies.</u></p>
LCG's	<p>Meetings were reduced dramatically due to lockdowns and restrictions. Community events e.g. family days, clean ups, etc. were cancelled. Support plans were not fully implemented due to the national restrictions. No AGM's were held and no new members were inducted into committees. Men's Sheds required safety statements in order to continue to operate safely. The age cohort meant that some members could not attend much or at all. There was a severe impact on the productivity of some sheds while pre-development work on potential new sheds was severely curtailed</p> <p><u>Need identified through direct linages with LCGs</u></p>
Travellers	<p>Traveller students under the Star Pupil initiative could not participate in any summer work experience. This is a big part of the Star Pupil year and meant that the whole payment criteria model needed to be revisited. Covid has proved to be very challenging for the Traveller community and there are significant issues around attendance and return to education.</p> <p><u>Needs Identified through linkages with Kerry Traveller Development Project and other agencies involved with the STAR Pupil.</u></p>
Young People Not in Education, Training or Employment. (NEETS)	<ul style="list-style-type: none"> • 60% said their mental health was affected. • Increased loneliness. • Increased stress. • Worried about their future. • Help with structuring my day. <p><u>Needs Identified -Through completing a COVID 19 Impact survey with young people aged between 15 – 24 yrs. old, with a 105 responses.</u></p>
None Caseload	<p>Summer camp or similar clubs did not operate during the summer months; this was a huge loss particularly to children effected by transition housing/at risk on homelessness as engagement with Summer Camps is a successful method of integrating into a new area for re-located families. <u>Needs identified through linkage with parents, agencies sand LCGs.</u></p>

2. How did SICAP respond to these needs, what approaches were used? When providing your answer, please reflect on how the programmer's Horizontal Principles underpinned the response. (2 - 4 pages)

Guidance: The following questions may be useful to reflect on:

- *Did beneficiaries require different types of supports to previous years? e.g. personal development and wellbeing supports. What did these supports look like?*
- *Did SICAP change its targeting approach to engage groups who were disproportionately impacted by the pandemic e.g. people with a disability, new communities, Travellers, Roma, older people. What engagement strategies were used?*
- *Did the programme engage in county response plans? What did this involve?*
- *Did the programme support LCGs and/or SEs to engage in the local response planning and implementation processes? What did this involve?*
- *Did SICAP participate in collaborations or joint initiatives with local partners to respond to needs arising due to the pandemic? What were the objectives of these collaborations? One or two examples may help to demonstrate this work.*

Overall Approach to Beneficiary Supports and Targeting:

The core basis of the support was the provision of more intensive individual contact with clients initially by phone and email and then via zoom, in order to connect and find out their most pressing needs and also to be aware of changes in requirements. It was also important to know when people are not in the space to engage and to respect this.

Equality - as regards targeting we viewed Covid 19 through an equality lens which involved looking at differential needs across the community. While the motto "we are in this together" reflected the reality of the pandemic in terms of health risk management, its impact depended on social as well as health circumstances. It was highly impactful on those who were already marginalised e.g. Lone Parents, those in direct provision, people on low income, children who were at risk of educational disadvantage, people with disabilities. Groups with whom we engaged with more than usual due to the pandemic were older people, as even those not economically disadvantaged were also at risk of becoming isolated and also to some degree people on Pandemic Unemployment Payment who suffered an income decrease and availed of services such as food provision. Therefore, we provided practical supports to those who needed it most. These supports ranged from, online group support for single parents, laptop loan scheme, online grinds for students, wellbeing supports to supports for social enterprises to reopen their services after lockdown.

We quickly devised an adapted SICAP plan and we transferred supports online using zoom for group and individual meetings and developed a programme of online training across different actions

A Community Development Approach - involved keeping close contact with communities and target groups and in some cases developing new supports through supporting people to come together and reflect on their new needs. An example of this is the new Independent Parent Support Group which was instigated during lockdown and is outlined in the detailed response section below.

Collaboration - through SICAP, NEWKD were in a position to support a new meal on wheels' service in Listowel FRC by providing staff to deliver the meals and SICAP funding to purchase food. Through connections with Kerry Group SICAP staff also secured a number of food donations which helped greatly.



Collecting food from Kerry Group which was distributed to Listowel and Buds FRCs

The meals delivery service took place, Monday, Wednesday and Friday each week. NEWKD collected the food from the FRC with each client's dinners in individual bags clearly labelled with name, address, phone number and Eircode. Every delivery also became a short but important social interaction. This was a collaborative response which involved Listowel FRC who provided the premises and instigated the initiative, NEWKD using SICAP and CSP, Foodshare Kerry CSP, and local volunteer chefs.

Other collaborative initiatives included the Laptop Loan Scheme which involved SICAP and the *Tralee Chamber of Commerce* and the delivery of care packs to those in direct provision by SICAP and the *Tralee International Resource Centre*. As regards enterprise, NEWKD linked with linked with *SKDP* and *Paul Partnership* in relation to training available outside what we offered. Linked with *SKDP* in hosting zoom call for like-minded business in both companies.

Depth of Work:

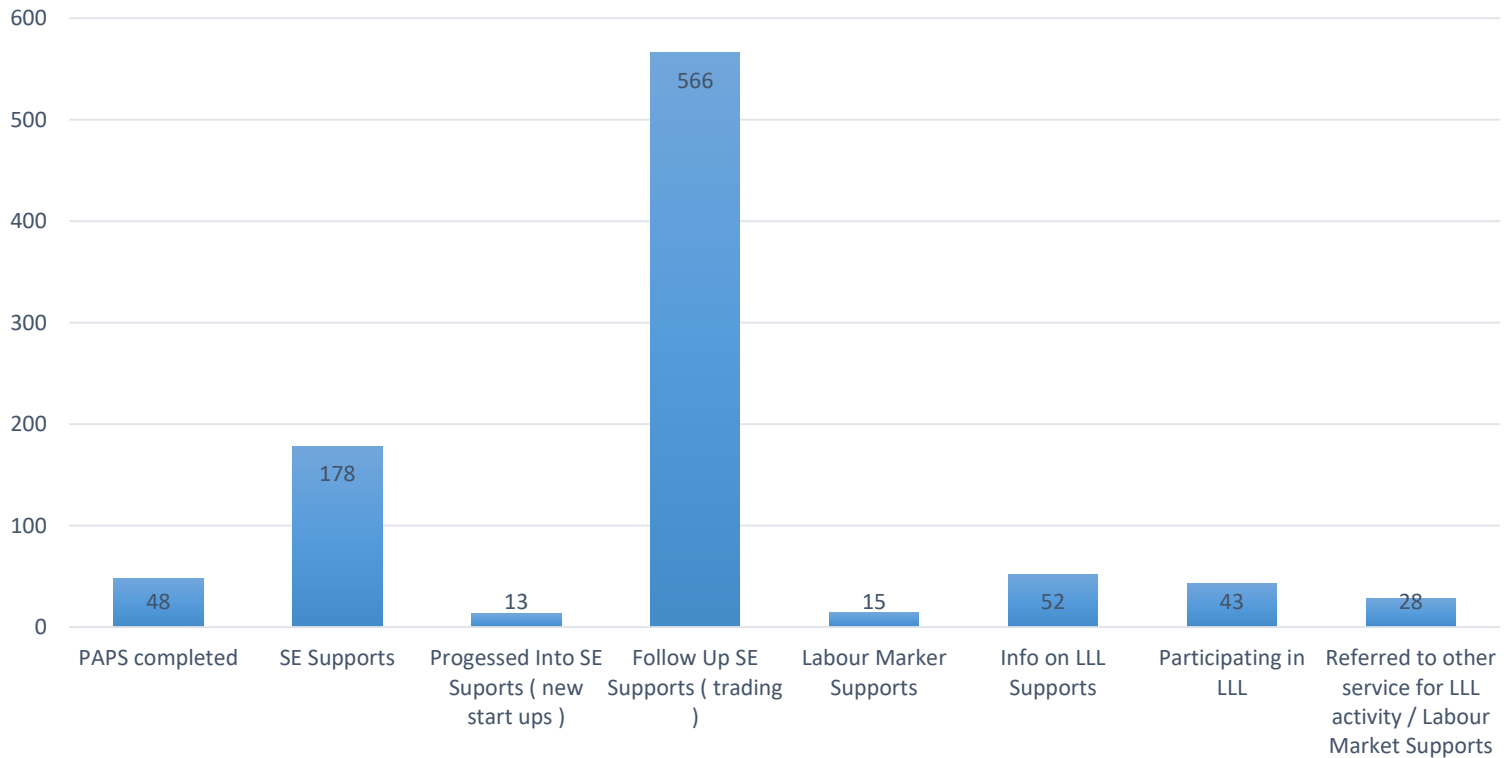
Overall while there was a slight reduction in the number of individual beneficiaries, there was an increase in the depth of the work as evidenced by the number of interventions. This is illustrated by the example of Enterprise Supports below. In 2019 there was - 503 interventions / outputs in Enterprise Supports, 2020 - 943 interventions / outputs an 87.47% increase. (see graphs below)

Action 15 Enterprise Supports



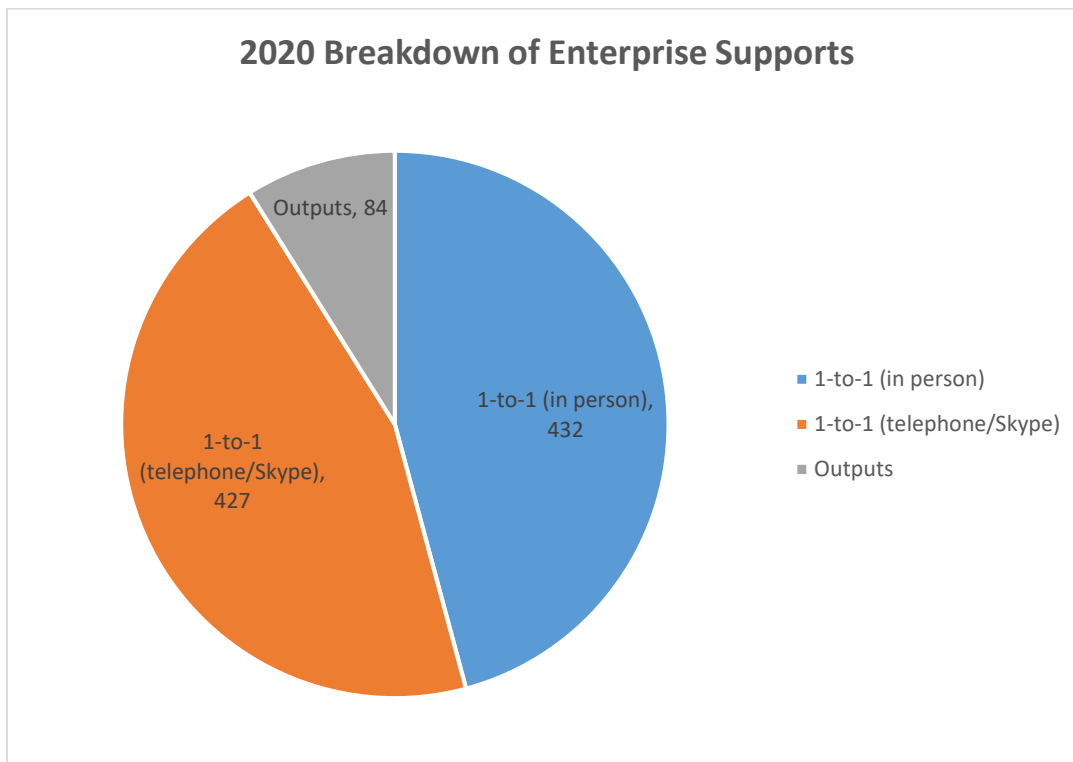
943 overall Individual supports given in 2020

Drilldown of Intervention & Outputs given to Enterprise Clients 2020



PAPS completed	48
SE Supports	178
Progressed Into SE Supports (new start-ups)	13
Follow Up SE Supports (trading)	566
Labour Marker Supports	15
Info on LLL Supports	52
Participating in LLL	43
Referred to other service for LLL activity / Labour Market Supports	28

Breakdown of Interventions 2020 (943 total)	
1-to-1 (in person)	432
1-to-1 (telephone/Skype)	427
Outputs	84



Personal Development Supports:

Through SICAP NEWKD provided online mental health and wellbeing supports, the topics and content reflected the needs at the time in relation to dealing with lockdown, managing stress and anxieties in relation to COVID 19, building resilience, coping with coming out of lockdown and bereavement supports.

Countywide Response:

NEWKD started to work on a **Community Response Service** shortly after lockdown and it commenced operation in April. SICAP staff led out this response and SICAP was the primary programme involved in its implementation.

The scope of the service delivery: teams were developed in each office area to take calls both from NEWKD local numbers or referrals through the countywide helpline. Staff would undertake deliveries and act as a facilitator around general supports where possible.

When the Council announced a county wide response to be coordinated through a local response forum, NEWKD's response was integrated as part of this, including taking referrals through local area staff and also providing staff directly to answer calls on the central line.

The following services were provided:

- Getting peoples shopping done and delivered
- Collect pensions
- Collect prescriptions
- Taking rubbish to the dump
- Getting small necessary jobs done – grass cutting, gutters cleaned, power washing
- Bringing their newspaper
- Making friendly calls

Specific Responses to Beneficiary needs

Beneficiary Type	Response
Single Parent Households	<p>SICAP Development Worker invited single parents to become part of a network of support to help them. They were asked “Would you be interested in becoming part of a Lone Parents Forum where you have your say and be listened to? direct us on what are your needs at this time”</p> <p>The Lone Parent Forum was designed to allow parents to:</p> <ul style="list-style-type: none"> • Share and meet other lone parents, • Share educational and parenting tips. • Practice health and wellbeing techniques for improved mental health • Other suggestions. <p>As a result a key needs were identified and a programme of supports developed and an “Independent Parents Group was formed”</p>
Social Enterprises	<p><i>During the first lockdown</i> -regular individual contact with Social Enterprise to support them through the crisis and signpost to supports available. NEWKD devised a suite of online training for staff of Social Enterprises (see Enterprise action response below)</p> <p><i>Once first lockdown lifted</i> - SICAP wanted to offer supports to Social Enterprises that would be practical and tangible to assist them through this transition of opening up services again.</p> <p>SEs needed to inform workers about what they need to do to help prevent the spread of Covid-19 in the workplace and many groups needed to change working practices. This needed to be done in line with HSE COVID 19 return to work protocol in conjunction with HSA & NEPHET guidance.</p> <p>SICAP assistance was provided to Social Enterprises in 3 ways:</p> <p>1. Training</p> <p>An online workshop in ‘Covid 19 Compliance Training’ was facilitated in which 10 groups attended.</p> <p>SICAP also provided individual support to some social enterprises as requested:</p> <p><u>The North Kerry Home Maintenance Service</u> by facilitating the delivery of COVID 19 compliance training which would train staff that work directly in the homes of older vulnerable and isolated people in North Kerry.</p> <p><u>SICAP supported Listowel Community Centre</u> and its board of management by facilitating training and coaching on successful strategic management. The Social enterprise believed they did not have institutional knowledge and the ability to act swiftly to the current crisis including loss of income, how to survive and cope with it all. The individual group training planned to equip the board and the centre with the ability to survive and thrive through the COVID 19 crisis.</p>

	<p>2. Grant support A Social enterprise grant was awarded to 321 Down Syndrome Kerry Charity Shop to assist them with the capital expense of reopening in line with COVID 19 protocol.</p> <p>3. Completion of a Safety Review SICAP facilitated and funded the completion of <i>11 safety reviews</i> for SEs by a qualified person and the subsequent provision of relevant health & safety documentation in line with COVID 19 protocol & Guidance. Each group received a Site visit to review service, premises and procedures. All site visits were followed up with Covid19 packs / and Safety Statement to be added to each group's Safety statements. Follow up consultation, advice and guidance was offered individually to work through the issues and challenges of reopening.</p>
Enterprise	<p>Support and information There was a complete shift in the work we do with SICAP clients. In previous years, SICAP were proactive in assisting the setup of a number of new enterprises in the catchment area. Due to the COVID 19 area, the number of referrals for BTWEA and therefore the number of enterprise start-ups significantly reduced. SICAP had to shift its focus and direction of work towards supporting established enterprises that were affected by imposed restrictions. Regular contact was maintained with all clients to support and assist them through the pandemic. SICAP worked closely and in collaboration with DEASP to support individual client cases through the crisis whether it was extending BTWEA payments, accessing PUP payment etc. A newsletter was issued which coordinated all the information of agency supports/grants assistance/exemptions available to people in enterprise. In the following weeks a newsletter with regards to good mental health was issued. Following on from this a newsletter with "Return to work" practices for business was released to clients.</p> <p>Training A comprehensive suite of online training was organised to assist people in enterprise. We organised online webinars to assist business through COVID 19 crisis. 7 webinars held over the period of lockdown:</p> <ul style="list-style-type: none"> • Working from home & getting your business online - 23 participants attended • How to plan a new website for your business - 14 attended • Managing your Business Cash flow during COVID 19 - 14 attended • Communicating Effectively with your Stakeholder - 12 attended • Cyber Security for your business during COVID 19 - 13 attended • Business planning for post COVID 19 Recovery - 18 attended • How to run Facebook and Instagram Ad campaign - 14 attended <p>Once the first lockdown lifted additional training was organised to assist enterprise survive and thrive:</p> <ul style="list-style-type: none"> • Covid-19 guidelines and advice in relation to health and safety for business reopening webinar (Safety Matters) - 12 attended. • Strengthening & Building a Positive Business Focus and Dealing with Change – 8 attended. • How to create marketing videos on a budget – 11 attended. • Facebook and Instagram Marketing – 15 attended.

Children & Families	<p>Play Packs (Including the CYPSC directory of services with Covid arrangements highlighted) were distributed to geographic areas highlighted in our estate strategy plan with Kerry County Council. Packs were funded and developed by the FRC personnel and SICAP officer. Packs were distributed door to door in Listowel, Tralee and Castleisland.</p> <p>A Laptop Loan Scheme was developed which allowed disadvantaged students to access laptops which enabled them to complete their college or school work.</p> <p>SICAP linked with a Social Enterprise called Jump a Grade and funded one to one online supports for students who were struggling to keep up with their schoolwork. Worked with ETB Creative Youth project to disseminate Art packs to children/young people in our priority estates.</p>
Low Income	<p>A suite of online training particularly in the areas of employment support and mental health and wellbeing supports were offered. SICAP funding was used to purchase food which was delivered through Foodshare.</p>
New Communities	<p>SICAP development worker stopped providing English classes and instead rerouted our resources to TIRC who were the main organisation in providing practical support during COVID 19. SICAP funded care packs for one of the hostels in Tralee, the staff in TIRC whose remit is to directly provide supports for hostel residents put the packs together and distributed them. SICAP officer information and some online English course information was included in the packs. Our Kerry Foodshare orders which we normally distribute at the English classes was diverted to TIRC so they could increase their food parcel contents which were in increasing demand. The volunteer English Tutors undertook training and started to deliver classes online to a small number of students towards the end of the year.</p>
Older People	<p>Older people were supported by the SICAP co-ordinated community response service through deliveries, social check ins and meals on wheels. SICAP also funded the flyer for the home visitation service which is delivered through RSS & HSE.</p>
People with Disabilities	<p>Significant efforts were made to ensure that, where practical, we continued to provide a social farming experience for participants. Given that these participants and their families are hugely impacted by changes or lack of routine this became and remains a priority Disability Sports- SICAP supported local disability group to complete Mindfulness classes in Level 3 restrictions and sent out care packages to members of local disability group Oilean Beo.</p>
Travellers	<p>Traveller students were made aware of the availability of laptops and other online supports. Engagement efforts to support these students were intensified during this period.</p>
LCGs	<p>Men's Sheds, were supported to remain open in a restricted manner and support members and community projects. Sheds were also very active in supporting the community response efforts. Regular phone calls to community reps were made throughout the year where the work-plan was reviewed and agreed. Online meetings through Zoom and Microsoft Teams were utilised to keep community groups and resident's committees informed and managed.</p>
NEETS	<p>Increased information provision on mental health support services available and tips to help well-being through social media channels.</p> <p>Short video topics:</p> <ul style="list-style-type: none"> • Thoughts and feelings – The STOP Technique • The need to belong -The importance of connections • Routine for our Mental Health

	<ul style="list-style-type: none"> • Sleep Routine • Dealing with intense emotions <p>The videos were uploaded to all social media platforms namely Facebook, Instagram, snapchat and twitter pages and distributed via WhatsApp to all the YEI Clients.</p> <p>YEI Service explored new Opportunities for Young people based on the needs from the Covid 19 Impact Survey.</p> <p>YEI taster course in beauty therapy was adapted and run online via zoom. It provided a fun distraction from Covid and a chance for those who were interested in a career in beauty to ask questions of professionals and KETB beauty therapy tutor about progressing. There was a huge uptake and we ran 2 courses.</p>
None Caseload	Play-packs were funded, developed and distributed in key areas in co-operation with 2 FRC's. Estates in Tralee, Listowel and Castleisland were beneficiaries of this work.

2.1. Please briefly describe the cross-programme, integrated approach that SICAP utilised during the COVID-19 response (half a page)

Guidance: How did SICAP work alongside other programmes to respond to COVID-19? What did this involve, what role did SICAP take in these collaborations and how did it contribute to the overall goal of SICAP?

Community Response –This was led by SICAP but involved a number of programmes including, CSP and RSS. An example of an integrated approach was SICAP/NEWKD support for the development of a new 'meals on wheels' service in Listowel SICAP staff were involved in accessing resources and conducting deliveries, the Revamp CSP project supplied the van and driver.

The Home Visitation Service which was important in helping to alleviate isolation and loneliness, is delivered by RSS and supported by the HSE and is also supported by SICAP through a staff member. SICAP also provided funding for promotion of the service.

2.2. What type of work did LCGs and SEs (supported by SICAP) undertake in the community in response to COVID-19? Please provide 1 or 2 examples. (Half a page)

A number of Social Enterprises & LCGS supported through SICAP were prominent in the response to COVID 19.

The Revamp Upcycling Project were proactive in making masks which were provided to community groups (at a time when PPE was in short supply). This was supported by SICAP through the purchase of elastic and material.

Kerry Respite Care continued to provide home care service, other CSPs such **Community Centres** provided meals on wheels' services in their local areas.

Foodshare Kerry provided much needed food to low income families. They also provided food for a new meal on wheels' service which was supported by SICAP in Listowel. Between March and April Foodshare Kerry have delivered food to over 70 organisations and rescued almost 18 tonnes of food from landfill.

Kerry Peer Support Service: provided supports for their members and at the end of 2020 the Kerry Peer Support Network and SICAP officer met via zoom to start planning a response to the mental health effects of Domestic Abuse and coercive control in an intimate relationship.

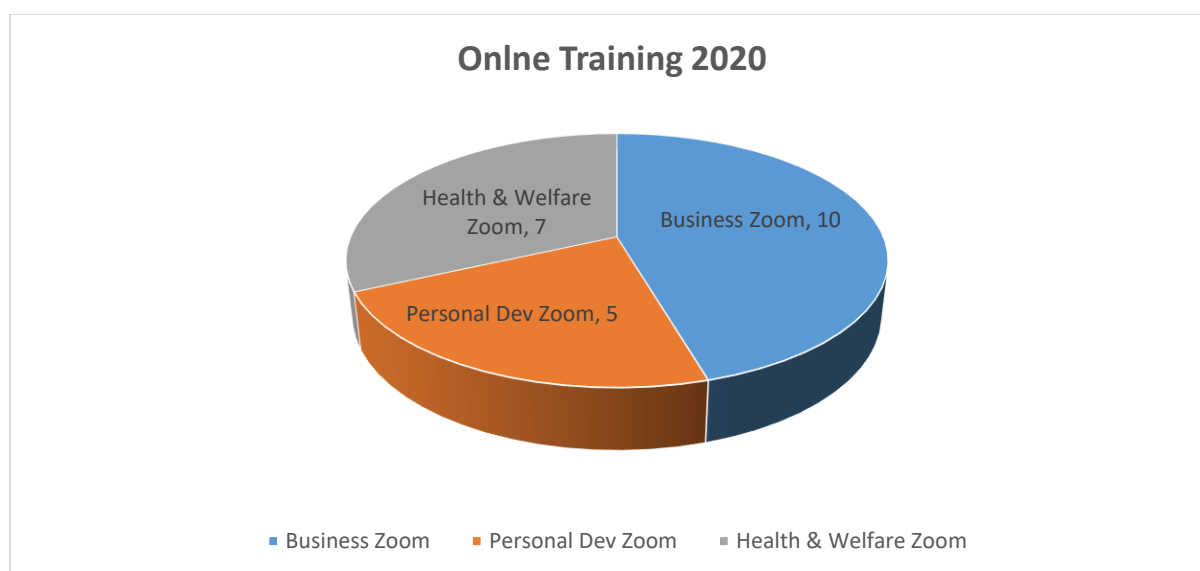
NEWKD TechSpace: adapted the service to online support for TechSpace members, weekly competition sessions for the members, support Care packages sent out with resources for the members to complete, all young people's work displayed on TechSpace Facebook page and a WhatsApp parents support group was created.

3. How did your ways of working change, following the outbreak of COVID-19? (half a page)

Guidance: reflect on operational changes (e.g. delivering supports online)

Online Supports:

The delivery of training and facilitated group work moved online, which was a big change to the way we worked previously. SICAP had to adapt to new methods of course delivery in terms of registration of clients, delivery of courses and attendance. Staff had to become familiar with Zoom and work with trainers to deliver accessible and impactful training online. Online workshops have their limitations in terms of participant engagement and the more informal connections which take place at such events are lost. However, the benefits have been that people from all parts of the LOT area can attend in the comfort of their own home and lack of transport is not a barrier. Some trainers who were booked since January and February were not familiar with technology as a resource for course delivery and had to get up to speed, learning in some cases live on zoom, in some instances SICAP officers hosted the sessions because they were more familiar with the technology. Other benefits are that costs are lower, no venue or refreshments, or travel costs for trainers built in to pay for. Post COVID 19, some degree of online learning would be beneficial to continue to allow those in remote areas of the county without transport to attend training. Overall NEWKD/SICAP adapted quickly and delivered 27 online course throughout the year.



Business Courses	10
Personal Dev. Courses	5
Health & Welfare	7

Staff Support:

The majority of interactions between SICAP staff were not face to face. Therefore, it was important to have weekly zoom team meetings, phone calls, and a WhatsApp group for social connectivity. Staff have a variety of individual situations but keeping connections with work colleagues was important from a well-being as well as a work perspective. SICAP staff member organised well-being sessions and positive psychology videos and distributed them to staff.

Administration:

A lot of more administration/payment related work was conducted through email which greatly reduced the amount of paper used and time travelling between offices

Remote working and ICT:

As staff have spent a significant proportion of time working from home this initially posed ICT challenges involving issues such as access to computers, to emails, to drives. Given the lean nature of LDCs operations, this required cost effective solutions to be found and it took a few months for all SICAP staff to have all the ICT resources they required. Having reflected on the year, the company has decided it will need to upgrade its ICT infrastructure. Remote working and lockdowns also lead to a large decrease in travel costs.

Communication:

All SICAP development staff meet service users, communities face to face even where work is outsourced as in training workshops for example. This was interaction not possible to the same degree due to Covid and emphasised the already acknowledged need for increased and better online information and easier booking systems for courses /events. As a response to these needs in 2021 NEWKD will be revamping its website.

4. Please outline the challenges faced this year, as a result of COVID-19. Were you able to overcome any of these challenges? If so, please describe. (half a page)

Guidance: Please also consider whether planned activities had to be postponed or cancelled due to COVID-19 and provide examples.

Action 1 Estate Strategy:

This action was the most impacted by the pandemic. Events such as family days/outings (non-caseload numbers) and sports inclusion activities did not go ahead. Planned local policing forum meetings for summer and autumn did not take place. All resident association / estate management committee AGM's were deferred

Play Packs and SICAP newsletter outlining supports were provided to estates and other elements of the strategy continued e.g.: environmental works funded by SICAP –green areas etc. were refurbished



SICAP funded environmental work in Benmore Ballyduff

Action 12 Educational Disadvantage:

- The “Star Pupil” Traveller Students support programmes work experience summer work was cancelled and face to face meetings were cancelled.

All Star Pupil and KITE meetings took place on-line. It was agreed to defer the work experience until after the Leaving Certificate if that suited. Alternatively, we agreed to pay a larger stipend per term based on performance (attendance on line, submitting course work, etc.)

- 3 Incredible Years courses which had started did not finish due to Covid. Not all participants were able to go online so the course did not finish.

We will attempt to offer this course on-line next year.

- There were significant issues in the delivery of social farming.

Participants, families, farmers, jobs coaches and development staff adopted to the new conditions to maintain this project.

Action 10 –Mental Health and Well-being:

A number of workshops for parents and teachers on managing childhood anxiety were postponed, re-planned, cancelled, rearranged for online delivery.

One of three ended up taking place in the end. Part of this programme involves a six week programme with children during school hours. The hall was used so allow for social distancing but still needed to be divided up into 3 sessions instead of one so it did end up being more expensive.

Action 14 Youth Employment Initiative (YEI):

NEWKD TechSpace – Participants in TechSpace ICT learning project supported by SICAP were due to take part in the yearly national competition called TechFest which was to place in October in Dublin, the day had to move online.

The TechSpace mentors had to support the young people to take part by delivering resources to the members and hosting zoom sessions to support their attendance on the day. Two SICAP supported projects were short listed and NEWKD volunteer was short listed for educator of the year.

5. Has your experience of implementing SICAP in the context of COVID-19 highlighted any gaps in programme design that need to be reflected on? If so, please briefly describe. (half a page)

Registration of clients:

The individual having to physically sign the IRIS registration, data protection and PAP is very prohibitive. For some target groups as you can get the information but when you post the form for the individual to sign and return - the form is not always returned.

This was the same for potential new groups. A significant number of community groups are not in possession of scanning or other IT equipment required for completion of the required funding forms, particularly where signatures are required.

Some way of electronically registering individuals and using digital signatures would be useful - as is now the case with many everyday services.

Flexibility of Funding:

While there was increased flexibility allowed around use of SICAP funding some groups required funding for areas such as insurance, rent and other costs which could not be funded under SICAP and it may have been useful to have that flexibility on a one off basis.

6. Please suggest potential programme supports that DRCD and/or Pobal could deliver to LDCs in 2021. (half a page)

Guidance: This could involve technical or programme supports. Please be specific in terms of the topics / areas of focus and the preferred method of delivery e.g. online learning workshops, capacity building webinars etc.

- Electronic registration process for individuals inclusive of PAP's and for new LCG's.
- Acceptance of online signing of all grant paperwork including contracts.
- Webinar covering delivering online training – promotion, using social media, targeting age cohorts, etc.
- Allow for flexibility of grant criteria for insurance, rent, utilities, etc. during extraordinary times. Not wholesale but on a case by case basis based on provable loss of income or other factors.

- Work with the third level sector to develop a pathway for continuing professional development for SICAP workers to build capacity of the work force. This would enrich the programme implementation at local level.
- Consider older people as a specific target group.

7. Please describe any non-COVID related actions or projects that took place in 2020. How has this work contributed to improved social inclusion and equality in your Lot? (1-2 pages)

Action 6 Supporting women: Pre COVID hosted International Women's Day event featuring Inspirational women, women from various groups, read stories, performed monologues in St Johns theatre. SICAP supported the opening of a new Women's resource centre now known as Phoenix Women's Centre which is now supporting women in need. Supported ADAPT Kerry to finance a cabin for their work, linked them to Food Share.

Increased supports for disadvantaged women, those who are isolated, struggling with debt or family issues.

Action 10 Mental Health: Delivered 2 full programmes of STEPS and a variety of short booster sessions of goal setting and motivation workshops throughout the year. Also ran workshops during mental health week, Finding your Tribe and Unlocking your Potential.

Increased well-being supports in areas such as self-esteem, confidence building and connecting with people

Annex 1 – Updates to the IRIS database

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

✓	A narrative for each of the 2020 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.
✓	2020 financial and beneficiary data input is complete.
✓	2020 data quality issues identified on system dashboards and views have been rectified.
✓	Potential duplicate records have been reviewed and deactivated if appropriate.
✓	2020 data follow-up has been carried out, as appropriate (e.g. LLL activity outcomes, still in employment/self-employment).
✓	ESF exit data has been recorded for Individuals who exited SICAP in 2020.
✓	ESF 6 month follow-up has been recorded for Individuals who exited SICAP up to end May 2020.
✓	LDC contact information and staff member listing are up-to-date.
✓	2020 End of Year Financial and Monitoring report (including the signed costs charged report, Lot Summary Report and goal outcome reports) has been uploaded to IRIS.