

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

LDC Annual Progress Report 2018

Waterford City & County LOT 24-1



**Social Inclusion &  
Community Activation  
Programme**



Waterford Area Partnership CLG



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

Co-funded by the Irish Government  
and the European Union



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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.*

## **Social Inclusion and Community Activation Programme (SICAP)**

### **Annual Progress Report 2018**

#### **Overview of 2018**

##### **Goal 1**

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

**The overall use of a community engagement and collaborative approach** which supports community development and local level planning. For example, in the Shandon Estate, Dungarvan WAP, Waterford Council and 6 LCGs worked together to prepare the estate for entry in the Entente Florale European Award by supporting a range of activities across target groups within the community (community gardens, sports activities etc.).

**Formalisation of the local social enterprise network**, Waterford Social Enterprise Network (WSEN), which is in line with the forthcoming National Policy & Strategy on Social Enterprise. WSEN has developed as a member led organisation with a strategic action plan for 2019.

**A cross goal approach** to working with specific target groups which was tested during 2018 with the Sudanese Community in Waterford and enabled the development of a whole SICAP process of group work, needs analysis, governance training, exploring equality frameworks and individual referral for education, personal development, enterprise support and training.

###### **b. Challenges and Barriers**

**Governance** compliance is creating difficult administrative challenges, especially for voluntary led groups with funding under €5,000.

**Grants to LCGs in pre-development stage:** the ineligibility of set up costs is impacting on progressing groups to Stage 2 on the matrix. Local council grants are only open to those operating for one year or more so there is no access to funding for groups at this stage of development.

**The ineligibility of travel grants to social enterprises** impacts on their capacity to network which is noted as an essential element of development within social inclusion theory.

**The lack of equality between rural and urban social enterprises with regard to access to resources.** Urban social enterprises do not have the potential to apply for Leader funding and SICAP funding potential is very limited despite expected impacts of the programme. Social Enterprises need to be able to provide supported employment to enable an increase in trading potential and a resultant possibility of sustainable employment. A collaborative approach from LDCs with regarding to access to funding under urban and rural regeneration for enterprises would be beneficial.

### c. Key Learning

**Governance Impact Report** developed in December provided insight into the additional requirements under the Charities Regulatory Authority and impact on groups.

**Facilitating a service continuum** within SICAP which is community led but also able to deliver individual interventions by close collaboration between the two goals.

**Building and supporting networks** for engagement with peers and other agencies in order to lead a needs based response.

**The potential of the circular economy** to the development of social and community enterprise which is in line with the European Waste Directive. Positive action from local authorities with regard to the potential that community groups could play in meeting waste management targets will be a focus in 2019 to build on the Re-Made in Waterford event held in 2018.

## Goal 2

### a. Key achievements

**Over 100 participants** received supports through personal development & wellbeing interventions that included;

- Individual & group career guidance
- Soft Skills workshops including Motivation, Time Management & Goal Setting
- High levels of engagement with new communities and people with disabilities
- SICAP English language classes for new communities
- Pre-development work with people with mental health support needs, those experiencing homelessness and problem substance use.

**271 people** supported to access a wide range of education disciplines from all across the County.

**A total of 35 training programmes** were delivered across the City and County under eight pre-employment focused headings including; Safe Pass, Manual Handling, HACCP Food Safety Level II and Retail Sales.

**1985 young people received SICAP supports** through a variety of interventions; preventing early school leaving and education through extracurricular education and wellbeing programmes across DEIS and Non DEIS schools and after school activities within SICAP community settings;

- SICAP Summer Camp Access Programme (children with disabilities)
- Anti-bullying and wellbeing workshops
- Participation in National Science Week for DEIS primary schools
- Study Skills workshops
- Promoting literacy for schools and families (PLICS network & Snuggle Stories)
- Gender equality

- IT training for DEIS TY students
- Youth Drama & Leadership programmes
- Summer camp programmes for new communities and those living in disadvantaged areas

**A total of 34 individuals** received grants to enable them to take up employment focused training ranging from Fitness Instructor to Barbering to Fork Lift Driving.

**One-to-one enterprise mentoring** continued to provide an opportunity for customised and confidential support.

**Start Your Own Business Workshops** offered an understanding of the key aspects of business, sales and marketing, finance and legal issues and are an essential part of DEASP and SICAP strategy which can be tailor made depending on the needs of participating individuals.

The **Waterford Micro Business Network** monthly events and workshops provided on-going support to clients once they started their business.

**Collaboration** between traditional enterprise and WSEN increased the understanding and awareness of the social economy family which is supported by engagement with the ILDN Social Economy Group and learning from other SICAP areas around the country.

#### **b. Challenges and Barriers**

**A lack of transport** for those in rural areas is a barrier to those who wish to participate in training, networking events and workshops.

**The restriction on grant provision** to 7.5% of the budget does not allow for different nuances and needs within each lot area.

**The lack of contact with DEJLR** at a local level with regard to those seeking protection and SICAP support which would facilitate a greater understanding of current and changing policies.

**The difficulty in progressing new communities** into employment due to language barriers and personal religious & cultural practices.

**The demand for both Travel and Book Supports** was administratively time consuming.

**Engaging people from disadvantaged areas** of the city can be challenging and demands innovative actions.

**STEM shortages in 3<sup>rd</sup> level and industry** in Waterford are seriously high, with local DEIS schools having a huge dropout rate in WIT. Bullying and mental health issues across DEIS and non DEIS schools are becoming more prevalent due to Social Media/cyber bullying. Females are presenting with low self-esteem and body imaging issues.

**Staff development needs** should be facilitated within the programme budgets in order to address the challenges with regard to dealing with specific and changing target groups.

**The Target Group** 'Disadvantaged Women' is difficult to define.

### **c. Key Learning**

**Innovative actions to engage** with difficult to reach groups in specific rural areas will be examined in 2019 based on the 'Innovation Bus' (EU Leader) idea.

**The changes in circumstances for Asylum Seekers** meant we had a large number applying for training, mentoring and individual supports. A meeting was held with this cohort to identify needs, skills gaps, language barriers etc and a plan will be put in place and delivered in 2019 to address same.

**There is a need to focus on English competency** development/conversational English to upskill and build confidence and integration for new communities, current provision is simply not enough.

**There is a need to address IT** upskilling as a pre-development action for those moving to further education & life-long learning.

**The cross goal approach** to working with the Sudanese Community (see case study 2018) will be utilised to address two emerging needs in 2019 – problem substance users and specific rural towns.

## ***2) Engagement with beneficiaries***

### ***a. Engagement Strategies***

**Women's Shed in Dungarvan** supported by SICAP in developing a structure with a membership of 168 women from disadvantaged and rural areas.

**WAP Outreach offices** in key disadvantaged areas i.e. Ballybeg, Ferrybank, Tallow and Dungarvan to support LCGs through administration, mentoring and grant application clinics.

**All business support services were delivered both in Waterford City and in the WAP outreach office** in Dungarvan. Following their initial appointment, clients completed two SYOB workshops and returned for assistance with their business plan from the mentor. As issues were identified the enterprise team regularly reviewed their approach and tried to identify how to proceed and engage with SICAP target groups in a meaningful way.

**Through relationships with local schools** SICAP can respond to common needs by providing extra-curricular workshops that the schools are unable to facilitate due to lack of resources.

**Ongoing and positive relationships** with organisations such as LES & DEASP ensures a knowledge of gaps in employment skills in rural areas and an opportunity to provide training as appropriate.

**In 2018, WAP strengthened existing links with many collaborative partners** through networking and needs analyses thus enhancing SICAP's strategies to engage with beneficiaries. Across the

organisation these networks focus on; literacy, business, social enterprise, new communities, rural areas and LCGs.

**In addition**, relationship building with vulnerable individuals has been an essential element of pre-development strategies in order to build confidence and trust towards engagement in focused actions for the coming year. This is especially relevant for problem substance users, those experiencing homelessness and those with mental health support needs.

#### **b. Publicity**

The use of social media and collaboration between agencies working with the traditional enterprise sector to widen the understanding of the social and community enterprise sector.

Awareness of SICAP on-going support provided through Waterford MBN is promoted through the MBN website and Social Media platforms i.e., Facebook, Twitter and Instagram. These platforms are managed by WAP staff and two committee members.

Networking with city and county organisations ensures a two way flow of information and referrals. Promotion of training programmes on WAP website has been positive.

Leaflets were developed for promotion of the Soft Skills Programmes and for SICAP Education & Lifelong learning supports. SICAP Staff attended open days in Colleges, Promotional Events organised by Local Community Groups and met with DEASP & WWETB staff to promote SICAP.

All events are promoted or reported on local radio and with local press. Long-standing relationships have ensured that the work receives ongoing exposure.

#### **c. Target Groups**

Engagement with members of the Traveller community has been challenging in some instances and traditionally interventions have been channelled through existing Traveller organisations. This year a small number of Traveller men underwent SICAP Safe Pass training with a group of Roma men as an alternative mechanism for engagement. Whilst the LCDC has indicated a gap in service provision within some parts of the County we are clear that it is not our role to step in where more sustainable programmes and services are needed and could be provided by increased funding to existing local groups.

The restriction of the grant allocation to a small percentage of the programme costs by comparison to the grant availability to rural areas through the Leader programme can provide a challenge in engaging people with SICAP. A more co-ordinated and co-operative approach on a County wide basis between all State and Semi-State agents would ensure a less disparate and more efficient use of available funds.

A lack of grant aid and external financial avenues becoming more rigid and limited for unemployed people was a major deterrent for those pursuing self-employment. However, WAP are agents for Micro Finance Ireland and provided assistance to clients who applied for a business loan with a number of clients being successful with their application. Having looked at it as an option, lone parents are very often too scared to take up self-employment for fear of the business failing and them being the sole earner. These clients were directed towards other support e.g. LES to look at employment opportunities or to look at further training to update their current skills.

**d. Emerging Needs**

N/A

**e. Client referrals from other agencies**

Referrals for employment training programmes and grants come from organisations such as DEASP, LES and various youth and community organisations. This and publicity through social media ensures an excellent uptake on training programmes

Individuals are referred for enterprise supports primarily from the Department of Employment Affairs and Social Protection, but also from other enterprise focused agencies and community organisations, the LES or occasionally by friends or others service users. Collaboration with referral agencies enables a case-by-case focus to ensure that an individual receives regular support. This might lead to an individual being referred back to DEASP if they are not yet ready to progress to self-employment. WAP staff regularly meet with DEASP to help identify clients requirements.

Client for education and lifelong learning access were referred in the main from WWETB Colleges and the DEASP.

Personal Development and Well Being clients were referred in the main from local and national disability services, self-referrals, Goal 1 work and through SICAP outreach offices.

Due to the specific inclusion of social enterprises within SICAP it has become known locally as the programme that can support communities seeking to replace lost funding with a trading potential. Despite there being insufficient finance to support increased employment and hence increased trading by local enterprises, the strategy of network development has enabled awareness raising amongst groups and individuals and hence provided a referral pathway for peer mentoring and support.

### 3) Annual Plan targets

#### Key Performance Indicators (KPIs)

##### Goal 1 - Local Community Groups



|                                         | Lot     | National |
|-----------------------------------------|---------|----------|
| Newly registered LCGs as % of KPI 1     | 100%    |          |
| Average number of Interventions per LCG | 6.83    | 5.81     |
| Average duration of Intervention        | 91 mins | 93 mins  |
| Number of LCG Grants                    | 56      |          |
| Total number of LCG interventions       | 452     |          |

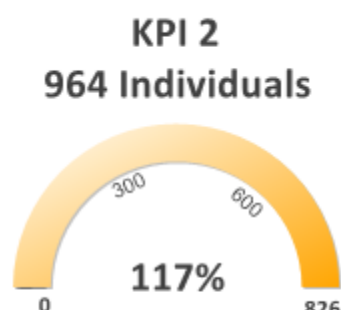
#### Number of LCGs (KPI 1) Interventions by support type



##### Goal 1 - Social Enterprises



## Goal 2 - Individuals

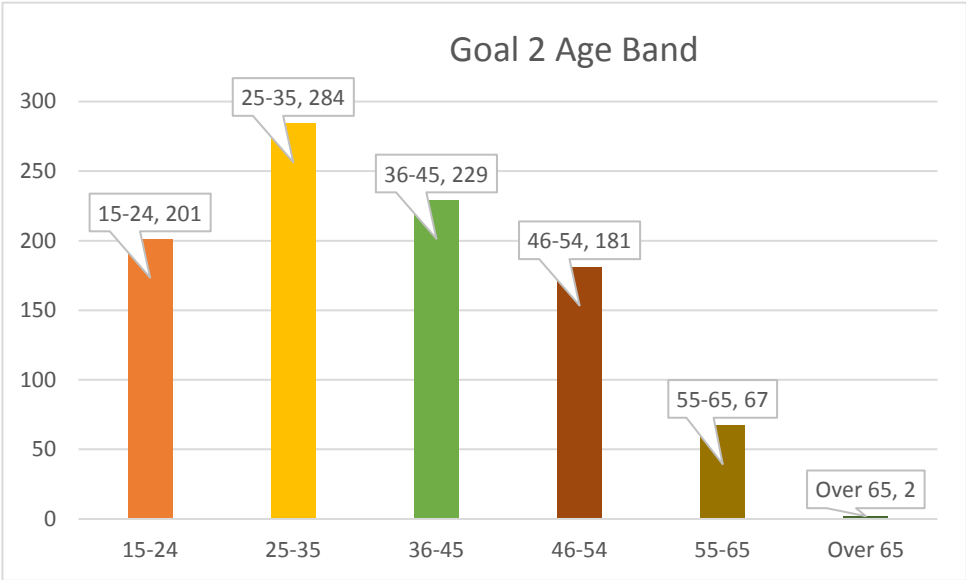
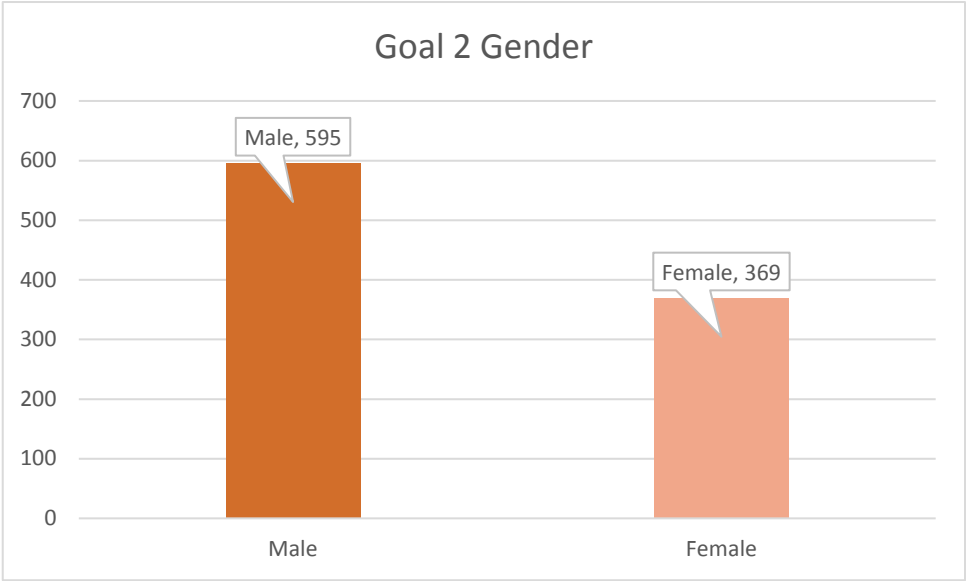


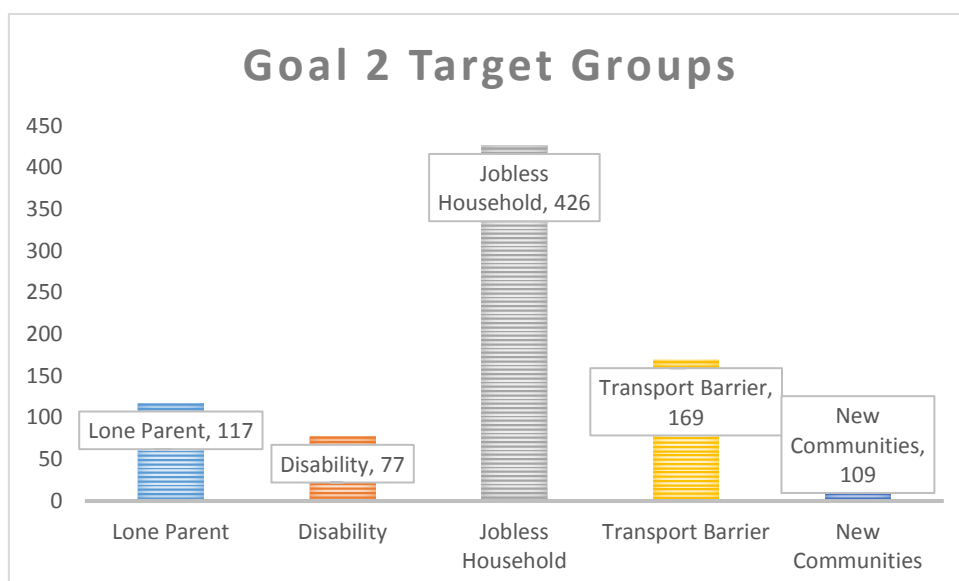
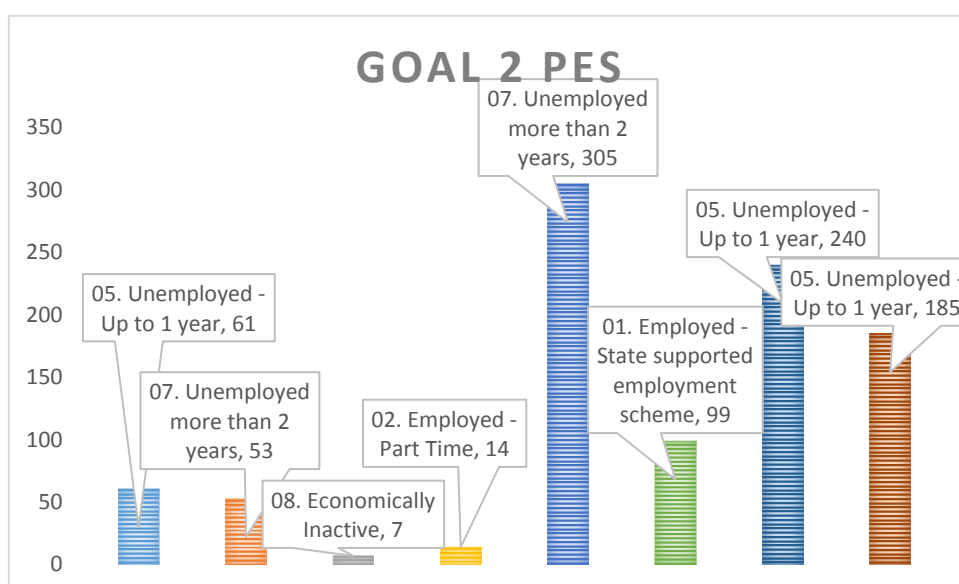
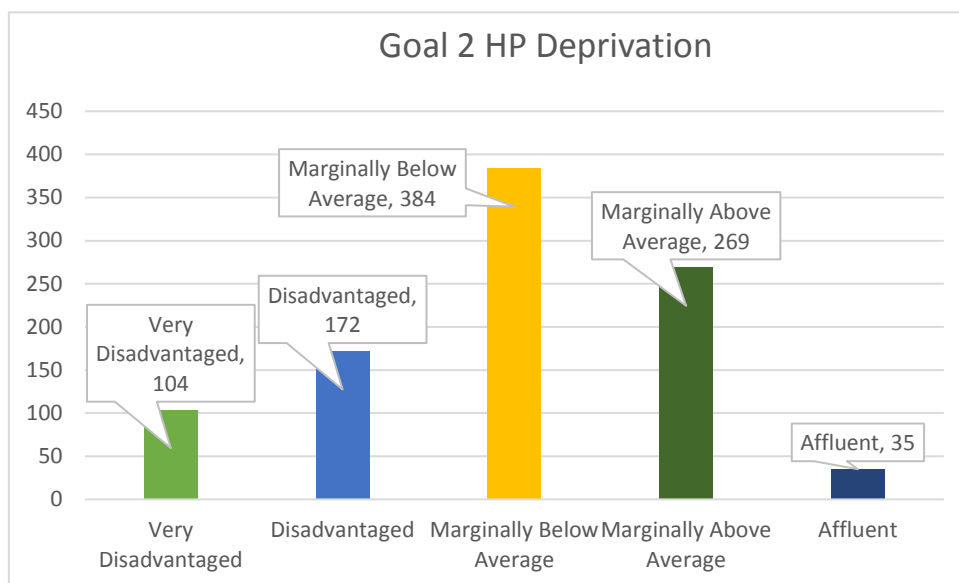
|                                                    | Lot     | National |
|----------------------------------------------------|---------|----------|
| Newly registered Individuals as % of KPI 2         | 99%     |          |
| Average no. of Interventions per Individual        | 2.92    | 3.51     |
| Average duration of Intervention                   | 74 mins | 61 mins  |
| % of Individuals (KPI 2) with SI barriers*         | 60%     | 59%      |
| • 1-2 barriers                                     | 86.53%  | 86.57%   |
| • 3-4 barriers                                     | 13.13%  | 12.73%   |
| • 5-6 barriers                                     | 0.35%   | 0.48%    |
| Top two SI barriers                                |         |          |
| • Jobless household (426 individuals)              |         |          |
| • Transport (169 individuals)                      |         |          |
| Total number of Individual Interventions           | 2,993   |          |
| Total number of SICAP funded LLL course placements | 271     |          |

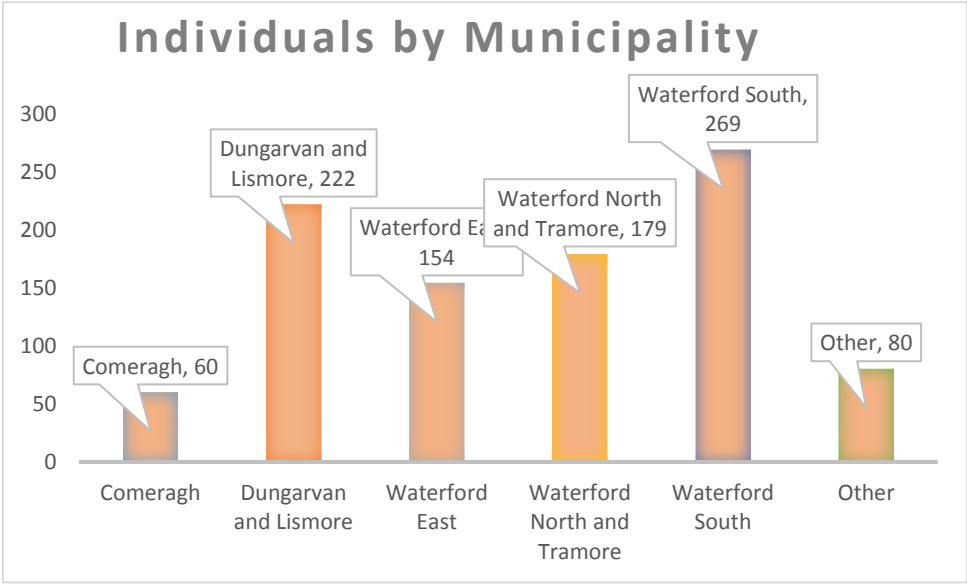
\*List of barriers: Disability, Ethnic Minority, Homelessness, Jobless household, Lone Parent, Transport

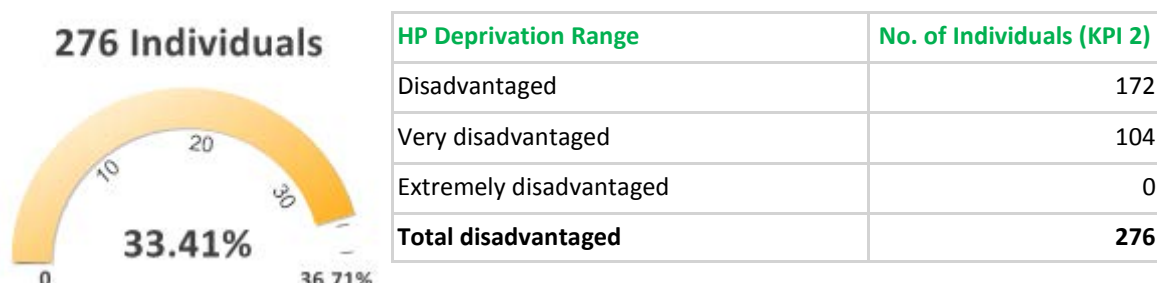
### Target Group breakdown of KPI 2

| Target Group                                                  | Lot | National |
|---------------------------------------------------------------|-----|----------|
| Disadvantaged Women                                           | 1%  | 0%       |
| Disadvantaged Young People (aged 15-24)                       | 21% | 16%      |
| Lone Parent                                                   | 12% | 13%      |
| Low Income Workers/Households                                 | 14% | 24%      |
| New Communities                                               | 11% | 13%      |
| People Living in Disadvantaged Communities                    | 29% | 30%      |
| People with Disabilities                                      | 8%  | 8%       |
| Roma                                                          | 1%  | 0%       |
| The Disengaged from the Labour Market (Economically Inactive) | 19% | 20%      |
| The Unemployed                                                | 66% | 58%      |
| Travellers                                                    | 1%  | 2%       |







**b. Disadvantaged Area (as per HP Deprivation Index)****KPI 2 living in disadvantaged areas by Pobal HP Deprivation range**

Working with Waterford City & County Council and Waterford LCDC we agree specific disadvantaged areas for targeted supports e.g. Shandon, Larchville, Lisduggan and villages along the Blackwater area. A Rural Regeneration working sub-group under LCDC is creating a collaborative, focused approach by council, LEADER and SICAP in targeting resources to support communities to engage with rural development and capital funding. This work will be strengthened in 2019 through actions plans identifying each agency's role.

As is generally perceived within the programme the figures for disadvantaged areas often does not correspond to where individual beneficiaries from specific target groups reside, private rental accommodation being a case in point.

Expansion of the work done in 2017 meant adopting a targeted approach towards tackling disadvantage, by providing business supports to help identify clients' requirements.

**c. Achieving a Social Inclusion Focus**

Under Goal 1 all LCGs identify their social inclusion focus through the registration process and specific actions are agreed to ensure SICAP target groups are engaged with and included in local planning, committees etc.

Through supports to LCGs and collaborations with local agencies and organisations social inclusion is addressed at a local level and across the county. The primary target group under Goal 1 is People living in Disadvantaged Areas with secondary groups including New Communities and People with Disabilities. Attendance and participation with local structures e.g. Traveller Interagency Group ensure SICAP is engaging with lead organisations, supporting local developments and responding to LECF objectives

Within G2 individuals are referred from specific groups that have a focus on social inclusion or are targeted by G2 staff as a result of their status; engaged with homeless services, engaged with

problem substance use services, living in direct provision etc. Where individuals self present their status is identified through an introductory interview and multiple disadvantages are noted, particularly with regard to education grant aid and supports.

As a result of our SICAP 2018 Case Study process and cross goal idea generation sessions a mechanism for closer working between the two goals is being piloted with a) the emerging need of problem substance users, b) Portlaw & Cappoquin as two rural towns and c) individuals seeking protection. A process of engagement and inclusion moving from community needs, identifying responses and strategic planning to referral of individuals for employment, education or enterprise supports is being adopted by SICAP staff within a more collective, connected and cohesive internal framework.

Following an initial internal evaluation of this process we will push the model out to engage with groups & communities that we have heretofore identified as challenging.

#### **4) Horizontal Themes**

##### **a. Promoting an Equality Framework**

The modelling of anti-discrimination practises in working with groups, in particular groups from different or specific cultures, has provided challenges with regard to the development of equality structures supported and, in some instances, financed by SICAP. This approach is re-enforced by ensuring new LCGs are networked and integrated.

In some instances it has been necessary to ensure that work is restricted to women only actions until such time as an equality of representation across genders is achieved.

SICAP supports are available to all male, female and non binary applicants that belong to one of the target groups.

In 2018, the In school supports action provided extracurricular activities promoting gender equality, targeted at both same sex schools and coeducation secondary schools.

All SICAP training events and actions take place in venues with relevant access.

##### **b. Applying Community Development Approaches**

All SICAP staff plan, develop and organise actions based on good community development practices which aim to empower, support participation & collective action and are based within an equality and social justice framework.

Support for self governance within community groups, bottom up leadership & decision making and individual self-determination underpins WAP engagement in the LOT area.

All SICAP actions are supported by either ongoing or temporary collaborative structures and LCGs are supported to participate within relevant policy arenas.

We work with groups and individuals to identify needs and to develop either a strategic plan or a personal action plan. With social enterprises a process of entry level training, idea generation, feasibility study and prototyping is being utilised as a model of work to support LCGs to identify their trading potential.

##### **c. Developing Collaborative Approaches**

SICAP staff participate on various structures at local and county wide level. Key structures include:

- ***Waterford Migrant Integration Strategy Working Sub-group*** which established Waterford Migrant Forum in 2018. Work in 2019 will include development of Waterford Migrant Integration Strategy to include asylum seekers and those living in direct provision centres.  
Representatives of the Forum will participate on the working sub-group to support development of strategy.

- **Healthy Waterford** launched strategic plan with focus on social connectedness, capacity building to meet LECP objectives and Healthy Ireland Framework. WAP leads this interagency group in creating holistic approach to health and wellbeing
- **LCDC Rural Regeneration Working Sub-group** focuses on specific areas under Waterford Council with LEADER and SICAP providing collaborative supports
- **PICS Network & Snuggle Stories**; collaborative work to promote literacy
- **Skillnet Steering Group**; collaborations and collective actions to promote responses to identified needs of employers and those currently distant from the labour market
- **Local Enterprise Office**; a very positive relationship with the SICAP business mentor, the Micro Business Network and Waterford Social Enterprise Network
- **Waterford Micro Business Network** directly supports those who have moved to self-employment. A Committee is made up of past WAP business clients who are established business owners, DEASP and WAP staff who meet on a monthly basis to identify and respond to the collective needs of the members of the network.
- **Waterford Social Enterprise Network**, a member led network of existing social & community enterprises and groups/entrepreneurs working towards establishing a trading focus
- **Close collaborations between all agencies with an enterprise focus** to ensure a seamless and non duplicate service to the needs of the self employed in the city and county
- Close collaborations with regard to events and individual needs responses with the **City & County Local Employment Services**
- Collaborative supports with **School Completion Programme**.
- Collaboration on NEETS actions between **DEASP & Turas Nua**
- Collaboration with **Roma Atelier Programme**
- Collaborations with; WWETB, WIT, WCFE, DEASP on education and lifelong learning provision

SICAP has a key role in bringing different agencies and disciplines together in order to address local issues. As aforementioned STEM shortages in 3<sup>rd</sup> Level are significant in Waterford Institute of Technology and within local industry. In 2018, WAP was part of a working group which included Waterford Chamber Skillnet, WIT, and Crystal Valley Tech (STEM Employers Network). Collaborative partners met to discuss how to address these issues in 2019, with a concentration on extracurricular STEM activities for DEIS and non DEIS secondary schools.

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

## SICAP Lot 24-1 Outcome Reports

Goal 1 Outcome Report

Annual Plan: 2018

Waterford City &amp; County (24-1)

**Interventions & Outputs****Thematic Area:** G1:1 - Promote community engagement and stronger communities

| Outcome  | SICAP Indicator                                                                    | No. of Beneficiaries | No. of Interventions |
|----------|------------------------------------------------------------------------------------|----------------------|----------------------|
| G1 - 1:1 | G1 - 1:1.1 Support participation in community planning                             | 40                   | 180                  |
| G1 - 1:2 | G1 - 1:2.1 Support social inclusion and equality issues                            | 8                    | 14                   |
| G1 - 1:3 | G1 - 1:3.2 Social, cultural and civic activities supported by SICAP grants to LCGs | 3                    |                      |

**Thematic Area:** G1:2 - Capacity build local community groups

| Outcome  | SICAP Indicator                             | No. of Beneficiaries | No. of Interventions |
|----------|---------------------------------------------|----------------------|----------------------|
| G1 - 2:2 | G1 - 2:2.1 Support to build capacity (LCGs) | 53                   | 164                  |

**Thematic Area:** G1:3 - Support participation in decision-making structures

| Outcome  | SICAP Indicator                                                                    | No. of Beneficiaries | No. of Interventions |
|----------|------------------------------------------------------------------------------------|----------------------|----------------------|
| G1 - 3:1 | G1 - 3:1.1 Support for participation in decision-making structures supports (LCGs) | 10                   | 15                   |

**Thematic Area: G1:4 - Promote collaborative engagement**

| Outcome  | SICAP Indicator                                                                      | No. of Beneficiaries | No. of Interventions |
|----------|--------------------------------------------------------------------------------------|----------------------|----------------------|
| G1 - 4:1 | G1 - 4:1.1 Support for initiatives addressing social exclusion and inequality (LCGs) | 8                    | 16                   |
| G1 - 4:2 | G1 - 4:2.1 Address social exclusion and inequality (LDC Collaboration)               | 13                   | 34                   |

**Thematic Area: G1:5 - Support social enterprises which contribute to SICAP outcomes**

| Outcome  | SICAP Indicator                       | No. of Beneficiaries | No. of Interventions | SE Jobs Created |  |
|----------|---------------------------------------|----------------------|----------------------|-----------------|--|
| G1 - 5:1 | G1 - 5:1.1 Social Enterprise supports | 11                   | 56                   |                 |  |



## Goal 2 Outcome Report

**Annual Plan: 2018**

**Waterford City & County (24-1)**

### **Interventions & Outputs**

#### Thematic Area: G2:1 Promoting personal development and wellbeing

| Outcome  | SICAP Indicator                                                               | No. of Beneficiaries | No. of Interventions |
|----------|-------------------------------------------------------------------------------|----------------------|----------------------|
| G2 - 1:1 | G2 - 1:1.1 Personal skills, wellbeing and capabilities supports (Individuals) | 110                  | 178                  |

#### Thematic Area: G2:2 - Providing lifelong learning opportunities

| Outcome  | SICAP Indicator                                                             | No. of Beneficiaries | No. of Interventions |
|----------|-----------------------------------------------------------------------------|----------------------|----------------------|
| G2 - 2:1 | G2 - 2:1.1 Information about LLL opportunities (Individuals)                | 309                  | 333                  |
| G2 - 2:1 | G2 - 2:1.2 Lifelong learning information events (Non-caseload participants) | 12                   |                      |
| G2 - 2:2 | G2 - 2:2.1 Participating in LLL activity (Individuals)                      | 427                  | 464                  |

**Thematic Area: G2:3 - Preventative supports for young people**

| Outcome  | SICAP Indicator                                                                                                       | No. of Beneficiaries | No. of Interventions |
|----------|-----------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| G2 - 3:2 | G2 - 3:2.1 Education and personal development supports (Children & families)                                          | 1669                 | 10                   |
| G2 - 3:3 | G2 - 3:3.1 Supports to remain within education system for those at risk of early school leaving (Children & families) | 316                  | 6                    |

**Thematic Area: G2:4 - Preparing people for employment and to remain in work**

| Outcome  | SICAP Indicator                                                                      | No. of Beneficiaries | No. of Interventions |
|----------|--------------------------------------------------------------------------------------|----------------------|----------------------|
| G2 - 4:1 | G2 - 4:1.1 Labour market supports (Individuals)                                      | 309                  | 499                  |
| G2 - 4:1 | G2 - 4:1.2 Labour market / enterprise information events (Non-caseload participants) | 356                  |                      |
| G2 - 4:2 | G2 - 4:2.1 Ongoing in-work supports (Individuals)                                    | 1                    | 1                    |

**Thematic Area: G2:5 - Promoting better quality and sustainable employment**

| Outcome  | SICAP Indicator                                     | No. of Beneficiaries | No. of Interventions |
|----------|-----------------------------------------------------|----------------------|----------------------|
| G2 - 5:1 | G2 - 5:1.2 Progressed into employment (Individuals) | 6                    | 6                    |

**Thematic Area: G2:6 - Providing a pathway to self-employment/ social entrepreneurship**

| Outcome  | SICAP Indicator                                                          | No. of Beneficiaries | No. of Interventions |
|----------|--------------------------------------------------------------------------|----------------------|----------------------|
| G2 - 6:1 | G2 - 6:1.1 Self-employment supports -pre-start-up (Individuals)          | 339                  | 852                  |
| G2 - 6:2 | G2 - 6:2.1 Progressed into self-employment - new start-ups (Individuals) | 14                   | 14                   |
| G2 - 6:2 | G2 - 6:2.2 Follow-up self-employment supports - trading (Individuals)    | 22                   | 23                   |

**Thematic Area:** G2:7 - Addressing barriers and gaps in lifelong learning and employment

| Outcome  | SICAP Indicator                                                                               | No. of Beneficiaries |
|----------|-----------------------------------------------------------------------------------------------|----------------------|
| G2 - 7:2 | G2 - 7:2.2 Referred to other services for LLL activity / labour market supports (Individuals) | 1                    |

**Follow up Outputs****Thematic Area:** G2:2 - Providing lifelong learning opportunities

| Outcome  | SICAP Indicator                                                                     | No. of Beneficiaries |
|----------|-------------------------------------------------------------------------------------|----------------------|
| G2 - 2:2 | G2 - 2:2.1 Individuals (caseload) who complete a lifelong learning activity         | 170                  |
| G2 - 2:3 | G2 - 2:3.1 Individuals (caseload) who have achieved a higher level of qualification | 5                    |

**Thematic Area:** G2:4 - Preparing people for employment and to remain in work

| Outcome | SICAP Indicator | No. of Beneficiaries |
|---------|-----------------|----------------------|
|---------|-----------------|----------------------|

**Thematic Area:** G2:5 - Promoting better quality and sustainable employment

| Outcome | SICAP Indicator | No. of Beneficiaries |
|---------|-----------------|----------------------|
|---------|-----------------|----------------------|

**Thematic Area:** G2:6 - Providing a pathway to self-employment/ social entrepreneurship

| Outcome | SICAP Indicator | No. of Beneficiaries | Full-time | Part-time |
|---------|-----------------|----------------------|-----------|-----------|
|---------|-----------------|----------------------|-----------|-----------|

