

(2020) 1.1 Community Engagement

Location

Disadvantaged areas identified – Larchville, Lisduggan, Ballybeg, Ferrybank, Kilcohan area, Inner City, Dungarvan, Tallow, Cappoquin, Clashmore, Portlaw, Kilmacthomas and other areas agreed with Waterford LCDC e.g. Aglish, Lismore and Ballyduff. Issue based LCGs also included e.g. New Communities, Disadvantaged Women and Disadvantaged Children and Families.

Description

Local knowledge, data analysis and agreement with Waterford LCDC has identified the locations outlined above and through collaborative approaches with other agencies will strengthen responses to local issues. Community hubs in Larchville & Lisduggan and Shandon in Dungarvan plus outreach offices in Ballybeg, Ferrybank and Tallow will enhance and strengthen existing engagement with communities and other service providers.

This action recognises and responds to Stage 1 of the SICAP Matrix in supporting new or existing local communities both area and issue based. WAP supports LCGs to identify key issues they wish to address on behalf of their community for inclusion in their support plans with steps identified to support progression. The approach is based on community development practices of empowerment, collective action, participation, equality and social justice.

In prioritising the above locations, WAP will implement actions based on community engagement, pre-development methodologies, linking with community leaders and other local agencies participation and disseminating information on supports and services for local residents. In organising community events WAP/SICAP supports are promoted in local communities and strengthen knowledge and awareness of services and supports. Recruitment of volunteers to support communities and engaging SICAP target groups in models e.g. Waterford Welcome Ambassadors strengthens social and civic participation. Waterford's new Volunteer Centre will be open in 2020 and WAP will support groups and individuals to link with supports provided

Rationale

In identifying key areas for Community Hubs and SICAP Outreach Offices communities can access relevant information and supports especially in rural and disadvantaged areas. Within Community Hubs shared space with Waterford City & County Council, BRILL FRC (in Larchville & Lisduggan) and other services will provide residents and community groups with additional resources and amenities. WAP Community Events play a key role in engaging with residents and families to promote social activities and awareness of services and supports.

This particular phase of development requires specific focused staff resources to guide the group/committee to sustain their energy and commitment in delivering on their agreed actions including community events, mentoring of community leaders, agreeing governance structure, needs analysis etc. Waterford LCDC recognises this support as an essential step in LCGs accessing

council grants as the funding criteria requires the group to have evidence of meetings and a bank account.

Community events provide opportunities to engage with local residents and SICAP target groups. LCGs are encouraged to address social inclusion and community events are a natural, creative way to bring families together, to create awareness of the issues and actions the group are working on and for new volunteers to become involved. Providing information on local services and organisations support individuals and families to access relevant information to their personal circumstances.

Volunteering is key to ensuring local communities sustain their actions. Our staff recognise challenges individuals face in giving of their time e.g. childcare, low literacy skills, low self-confidence, esteem, and language barriers. Mentoring and clarity of volunteers' role support individuals to engage with WAP organising Health & Wellbeing events for volunteers who undertake additional responsibilities as Trustees. Volunteers appreciate this balanced approach and acknowledgement of their work and commitment on behalf of their communities

WAP supports a collaborative approach in supporting local communities and work with Waterford City & County Council, local Family Resource Centres, community organisations, service providers etc. This provides clarity for each agency as to their role to avoid duplication and especially for the community group as they progress their actions.

Implementation

- ☐ Data collation to identify key disadvantaged areas
- ☐ Organise events to engage with communities e.g. Health Days, Family events
- ☐ Engage with community leaders to identify local issues and supports needed
- ☐ One to One Mentoring Supports
- ☐ Pre-development supports to emerging local groups
- ☐ Promote SICAP supports to engage marginalised target groups
- ☐ Volunteer recruitment programmes – link with Waterford Volunteer Centre
- ☐ Volunteer Health & Wellbeing – link with Waterford Volunteer Centre and Connecting for Life
- ☐ Administration support
- ☐ Ongoing meetings with Waterford City & County Council to provide collaborative supports to local communities

Expected Outcomes

Expected Outcomes Community Hubs and Outreach Offices will strengthen links with local communities and their access to information and supports. New LCGs emerge with specific resources to support their development through skills-based approaches, mentoring etc. This will support community leaders to build their confidence and skills, leading to progression to Stage 2. Of

the 10 LCGs 6 will progress on the SICAP Matrix WAP is evaluating SICAP in its support to LCGs and individuals. The outcomes of this evaluation process will inform future supports to LCGs and provide independent recommendations based on identified needs. The evaluation will play a key role in determining our qualitative methodologies in monitoring our work and supports and, where necessary, reframe our approach in meeting SICAP requirements to 2022. Review of LCG 2019 support plans based on actions and outcomes achieved will inform new support plans. In facilitating this process staff will identify progression paths to Stage 2, address barriers and challenges the group met in the implementation of their plans and acknowledge achievements. Volunteers feel valued and supported through a balanced approach to maintaining their engagement within local communities. WAP Community Events will support recruitment of new volunteers from SICAP target groups by promoting volunteer opportunities locally and interest based. Engagement with Waterford's new Volunteer Centre will provide additional supports Collaborative work between local agencies and service providers will agree supports, determine resources and avoid duplication. Linking our work to local plans especially Waterford LECP and other strategies will strengthen outcomes for the community Community Hubs and Outreach Offices will strengthen links with local communities and their access to information and supports.

New LCGs emerge with specific resources to support their development through skills-based approaches, mentoring etc. This will support community leaders to build their confidence and skills, leading to progression to Stage 2. Of the 10 LCGs 6 will progress on the SICAP Matrix

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Review of LCG 2019 support plans based on actions and outcomes achieved will inform new support plans. In facilitating this process staff will identify progression paths to Stage 2, address barriers and challenges the group met in the implementation of their plans and acknowledge achievements.

Volunteers feel valued and supported through a balanced approach to maintaining their engagement within local communities. WAP Community Events will support recruitment of new volunteers from SICAP target groups by promoting volunteer opportunities locally and interest based. Engagement with Waterford's new Volunteer Centre will provide additional supports

Collaborative work between local agencies and service providers will agree supports, determine resources and avoid duplication. Linking our work to local plans especially Waterford LECP and other strategies will strengthen outcomes for the community

(2020) 1.2 Group Empowerment & Progression

Location

Disadvantaged areas identified – Larchville, Lisduggan, Ballybeg, Ferrybank, Kilcohan area, Inner City, Dungarvan, Tallow, Cappoquin, Clashmore, Portlaw, Kilmacthomas and other areas agreed with Waterford LCDC e.g. Aglish, Lismore and Ballyduff. Issue based LCGs also included e.g. New Communities, Disadvantaged Women and Disadvantaged Children and Families.

Description

LCGs Annual Support Plans play a key role in identifying actions, funding and resources required to support practical and meaningful outcomes for the community. Progression to and maintaining Stage 2 of SICAP Matrix strengthens LCGs and their foundation in community development principles of empowerment, collective action, participation and developing initiatives and programmes to address equality and social inclusion. WAP engages with LCGs to progress groups from pre-development stage through maintaining current skills and capacity and/or enhance skills to move to Stage 3. WAP resources provide a full suite of supports to respond to implementation of support action plans, skills based training and practical skills to comply with governance requirements.

SICAP grants support LCGs in progressing agreed actions and staff provide supports in accessing other funding e.g. Waterford City & County Council. Skills based training strengthens community leaders and committees' skills in self-confidence and awareness of governance responsibilities in implementing their actions.

Rationale

LCGs engaging with WAP are volunteer led, with the minority having staff, and the supports provided ensure community leaders/committee gain knowledge and expertise in how to meet their compliance requirements and address local needs through support plans. This action forms the basis of LCG progression on the SICAP Matrix, in developing skills to progress from Stage 1 and progressing to Stage 3.

In reviewing 2019 support plans LCGs will identify actions for the coming 12 months, funding applications and collaborative partners to engage with. Through training and staff day-to-day support LCGs are empowered to develop skills and confidence in achieving positive outcomes, which lead to stronger, vibrant communities. This empowerment approach leads to stronger engagement by LCGs with relevant stakeholders to progress priority actions e.g. residents engage with Waterford City & County Council regarding funding, sports amenities, estate management etc.

In WAP working collaboratively with other agencies, building on Action 1, LCGs will benefit from clarity on roles and responsibilities and strengthening relationships.

Staff will provide the guidance, skills and expertise to empower committee members to make collective decisions, comply with best practice and regulation e.g. CRA Governance Code. LCGs are provided with information and links to relevant legislation especially with the Charities Regulatory Authority if they are a registered charity. Changes to the registration process has proven challenging for some groups and in responding to queries from the CRA. The new CRA Governance Code for those registered, or in the process, will require additional supports to Trustees during 2020 through workshops and one-to-one supports.

Implementation

- ☐ Group development supports re: structure, compliance etc.
- ☐ Community Support Action Plans created based on local needs and area plans
- ☐ One to One mentoring support for Community Leaders
- ☐ Training provided on identified areas
- ☐ Governance requirements and compliance information
- ☐ Administration support
- ☐ Grant applications administration support
- ☐ Day to day supports
- ☐ Shared learning opportunities through seminars, workshops etc.

Expected Outcomes

In evaluating SICAP and engaging with LCGs to inform outcomes, WAP will review its current supports and approaches. We will discuss recommendations and, where relevant, changes may emerge to respond to LCG needs and to meet our programme and contractual requirements. Review of LCG 2019 support plans based on actions and outcomes achieved will inform new support plans. In facilitating this process staff will identify progression paths to Stage 3 and decision-making structures to engage with, address barriers and challenges the group met in the implementation of their plans and acknowledge achievements. Within this action, collaborative work between local agencies, service providers and LCGs will support the establishment of local decision-making structures if none exists. Day-to-day supports provided by WAP staff builds capacity of LCG and community leaders and supports progression of agreed actions. Community development practice strengthens through empowerment, collective action and participation with equality and social inclusion addressed Funding accessed through SICAP and other funders e.g. Waterford City & County Council empowers LCGs to undertake agreed actions and builds confidence and self-believe in achieving outcomes Informal training builds skills and capacity of both individuals and committees. In responding to training identified within their support plans WAP will deliver specific training to meet LCG needs Governance compliance is creating additional administrative challenges for LCGs. Through WAPs support and practical approaches many LCGs are empowered to achieve their compliance responsibilities so embedding their governance structure In evaluating SICAP and engaging with LCGs to inform outcomes, WAP will review its current supports and approaches. We

will discuss recommendations and, where relevant, changes may emerge to respond to LCG needs and to meet our programme and contractual requirements.

Review of LCG 2019 support plans based on actions and outcomes achieved will inform new support plans. In facilitating this process staff will identify progression paths to Stage 3 and decision-making structures to engage with, address barriers and challenges the group met in the implementation of their plans and acknowledge achievements.

Within this action, collaborative work between local agencies, service providers and LCGs will support the establishment of local decision-making structures if none exists.

Day-to-day supports provided by WAP staff builds capacity of LCG and community leaders and supports progression of agreed actions. Community development practice strengthens through empowerment, collective action and participation with equality and social inclusion addressed

Funding accessed through SICAP and other funders e.g. Waterford City & County Council empowers LCGs to undertake agreed actions and builds confidence and self-believe in achieving outcomes

Informal training builds skills and capacity of both individuals and committees. In responding to training identified within their support plans WAP will deliver specific training to meet LCG needs

Governance compliance is creating additional administrative challenges for LCGs. Through WAPs support and practical approaches many LCGs are empowered to achieve their compliance responsibilities so embedding their governance structure

(2020) 1.3 Social & Community Enterprise Support and Development

Waterford Area Partnership (WAP) will continue to support Waterford Social Enterprise Network (WSEN) as a mechanism for engagement, training, education and the development of social and community businesses within the City & County. The network is driven by a 17 member Steering Committee which takes decisions on actions and collaborations that benefit the wider network and social enterprise interests in the city & county. SICAP provides administrative and support/development functions to the network.

Having formalized the network in 2018/9 and developed a strategic plan with its member base it will continue to utilize a community development methodology to drive collective and collaborative responses to the identified needs of; existing social enterprises and potential enterprises focused on geographical communities and communities of interest experiencing disadvantage as per the Social Enterprise Mapping pilot, and social entrepreneurs.

In addition, SICAP 1.3 delivers supports to individual social enterprises, social entrepreneurs and communities seeking to explore the delivery of social impacts through enterprise development.

Rationale for Inclusion:

During 2016/17 WSEN drivers WAP and Dunhill Rural Enterprises CLG were involved in the pilot Social Enterprise Mapping Project undertaken by the Social Finance Foundation & UCC. Outcomes from the Irish Mapping Project formed a research base for the development of the 2019 National Policy on Social Enterprise.

The national policy focuses on 3 key areas for social enterprise development in Ireland; Awareness of Social Enterprise (Improving knowledge and understanding of Social Enterprise, the role of Social Enterprises in raising awareness, initiating social enterprises), Growing and Strengthening Social Enterprise (Business supports for social enterprise, Leadership and Governance, Access to Finance and Funding, Enabling market opportunities, Legal Form), Achieving Better Policy Alignment (Interaction with national and international policies, Data and Impact). The 2020 SICAP plan for 1.3 Social and Community Enterprise are aligned to the national policy document.

Implementation

WSEN & additional SICAP Supports will include;

Awareness Raising

1. building the network in the city and county by organising 4 awareness building information and social enterprise needs analysis sessions focusing on Ferrybank, Larchville & Lisduggan, East Waterford and West Waterford,

2. building collaboration with Waterford & Kilkenny Leader Partnership to complement their social enterprise delivery,

Growing and Strengthening Social Enterprise

3. building the enterprise culture within communities through identified enterprise training needs eg governance, finance, social media, marketing for social enterprise, funding streams and funding applications. Connect developments with the Sustainable Development Goals by providing training on their application and measurement.
4. working with WIT and WTCDP to pilot access for a social enterprise to Enterprise Ireland Innovation Voucher Scheme
5. continued engagement with SEBIC SuNSE EU Programme delivery to provide business planning & mentoring support to social enterprise
6. deliver an Accelerator Programme for social enterprise as per WAP proposal to Pobal (if application successful). This programme proposed building on work undertaken to date with proposed/existing social enterprises that have been through a SICAP idea generation and feasibility process eg focused on migrant women, members of the Traveller community, people with a disability, children experiencing exclusion, individuals in recovery from problem substance use.
7. supports to the SHAKTI social enterprise programme with migrant women. Creative training towards a social enterprise start up
8. continued in-house mentoring to new and existing social enterprises and social entrepreneurs from ideation to feasibility

Achieving Better Policy Alignment

9. working with WIT to build a social impact measurement for social enterprise
10. supports to social enterprises & social entrepreneurs to attend local, regional and national events focused on social enterprise development, policy information sessions and to build a Social Enterprise South East Network.
11. continue to engage with WLEO, ILDN Social Enterprise Working Group, Waterford Council and other statutory and corporate entities to address the business mentoring needs of individual social enterprises and to collaborate with all relevant sectors
12. continue to engage with the European Networks REVES and ESER to build learning and information exchange

Expected Outcomes

Expected Outcomes • Existing social enterprises engaged with WSEN and SICAP, and LCGs will be the driver of identifying needs and related actions towards the development and sustainability of social and community enterprises. • WSEN will increase its reach into geographical and interest communities not currently engaged and strengthen its representative structure as well as its collaboration with other social enterprise actors. • Existing and new potential enterprises and social entrepreneurs will have access to relevant training, mentoring and business development opportunities to support the building of sustainable social enterprises • Social Enterprises will be engaged in the development of an impact measurement that demonstrates their achievements towards their social objectives. • There will be an increased understanding of the sector and its needs by relevant LCGs, statutory agencies and the traditional enterprise support sector. • Existing

and pre-development social enterprises will be supported to increase planning, access to funding streams and to address gaps and barriers to development and upscaling. • Existing social enterprises engaged with WSEN and SICAP, and LCGs will be the driver of identifying needs and related actions towards the development and sustainability of social and community enterprises.

- WSEN will increase its reach into geographical and interest communities not currently engaged and strengthen its representative structure as well as its collaboration with other social enterprise actors.

- Existing and new potential enterprises and social entrepreneurs will have access to relevant training, mentoring and business development opportunities to support the building of sustainable social enterprises

- Social Enterprises will be engaged in the development of an impact measurement that demonstrates their achievements towards their social objectives.

- There will be an increased understanding of the sector and its needs by relevant LCGs, statutory agencies and the traditional enterprise support sector.

- Existing and pre-development social enterprises will be supported to increase planning, access to funding streams and to address gaps and barriers to development and upscaling.

(2020) 1.4 Participation in Collaborations and Decision Making Structures

Location

Disadvantaged areas identified – Larchville, Lisduggan, Ballybeg, Ferrybank, Kilcohan area, Inner City, Dungarvan, Tallow, Cappoquin, Clashmore, Portlaw, Kilmacthomas and other areas agreed with Waterford LCDC e.g. Aglish, Lismore and Ballyduff. Issue based LCGs also included e.g. New Communities, Disadvantaged Women and Disadvantaged Children and Families.

Description:

This action has a number of key elements including

LCGs identify and participate on relevant local and national decision-making structures to progress local needs identified by their community of interest

WAP staff participate and/or lead on local and national structures as an active partner in addressing inequality and social inclusion

Rationale

WAP has a strong ethos of collaboration and is recognised as a key partner within local structures. Part of WAPs role is to support representatives of relevant LCGs to participate. LCGs, through their Annual Support Plans, identify relevant local and national decision-making structures to progress key issues for their communities of interest. Local decision-making structures are key to creating proactive collaborative responses at a local level and through action groups, community councils and/or steering committees WAP supports community groups to participate actively as a partner with relevant stakeholders.

Local collaborations between communities and agencies lead to significant links and additional services and/or funding provided to progress identified actions e.g. Waterford/Wexford Education Training Board provide Tutors in crafts for disadvantaged women.

WAP creates awareness of the Waterford Local Economic & Community Plan 2015 to 2022 and area plans to support LCGs in recognising local policy and effectively use such policies in engaging with their local political representatives and Waterford City & County Council. In 2020 the LECP will be reviewed and LCGs will be supported to participate in the process ensuring key local issues are included to support future developments.

WAPs key role is empowering communities through knowledge and skills in to maintain Stage 3 capabilities, representing their local community at relevant decision-making structures. LCGs are also encouraged to engage with Waterford PPN and their role in strengthening the community voice through community representatives elected to local authority structures e.g. Strategic Policy Committees. Other local decision-making structures such as Action Groups and Community Councils provide a focused approach within local communities with many community led based on agreed Terms of Reference

WAP staff – structures and networks are key to the progression of SICAP outcomes in implementing initiatives to address social inclusion and inequality. Our staff have extensive knowledge and experience in leading, initiating and participating in collaborations and decision-making structures. The relationships we build with other stakeholders create opportunities to develop and deliver initiatives that respond to local needs and in implementing national policies at a local level e.g. Healthy Ireland Framework, National Migrant Integration Strategy and National Traveller and Roma Integration Strategy. Participating on working sub-groups of Waterford City & County Council and Waterford LCDC strengthens collaborative responses on local needs and development

Community engagement with decision-making structures is key to community development and in creating strong partnerships/collaborations with service providers, community organisations and state agencies. This approach strengthens the resources available to communities and those living in disadvantaged areas

For communities to be seen as active and strategic partners within local structures based on their knowledge and expertise ensures that responses are proactive to local needs. These needs will have been identified in the Annual Support Plans under Actions 1 and 2 to strengthen awareness at a local level based on collating of plans, data etc.

Based on Lot Profile and data collation WAP will work collaboratively with lead agencies to ensure no duplication or overlap of service for SICAP target groups – in particular New Communities and Travellers.

Implementation

- ☐ Information provided to create awareness of relevant structures to progress actions
- ☐ Opportunities to create collaborations in local community settings
- ☐ Development of local decision making structures e.g. Community Councils
- ☐ WAP organise seminars, workshops and conferences on emerging policies
- ☐ Grant application administration
- ☐ Information on EU funding themes
- ☐ WAP representation to support progression of local actions
- ☐ Research on policies, best model practice, national and local strategies
- ☐ Administration support

Expected Outcomes

The primary outcome of this action is to strengthen the voice of local community groups in relevant decision making structures to progress their annual plans and local needs. Through strategic linkages

much needed additional services and/or funding can be provided by relevant stakeholders to proactively respond to local needs.

WAP approaches this action by a) supporting local community groups to participate as active members of decision making structures and b) staff participate at relevant structures providing expertise and knowledge to support developments. Key outcomes from this action include:

☐ Area Based Action Groups and Community Council structures are supported to deliver on collaborative actions within their communities. These structures, primarily community led, have a strong voice and engage with relevant stakeholders to address local needs. Communities working together create stronger responses to local needs

☐ WAP led structures – as an active stakeholder within Waterford, WAP is a lead agency for a number of decision-making structures. Healthy Waterford is a key example of a collaborative structure which is being re-established as Waterford LCDC Health & Wellbeing Sub-committee. WAP acts as employer for the coordinator and provides expertise in developing strategies including Healthy Ireland Fund.

☐ WAP staff representation supports developments both at local and county wide level and actively engages with structures such as Tramore Network, Ferrybank Steering Committee, Traveller Interagency Group etc.

In 2020 WAP will support collaborative approaches in responding to new strategies for Migrants and Travellers. Waterford LCDC will launch Waterford Migrant Integration Strategy early in 2020 and as an active partner in the development of this strategy WAP will work collaboratively to create practical responses to recommendations. Waterford Traveller Interagency Group are in the process of undertaking a needs analysis to support a strategic plan.

(2020) 2.1 Personal Development and Wellbeing

Overview

Building social and community connections for individuals through the delivery of holistic and needs-led interventions empowers individuals to develop confidence and engage more effectively with social, educational and work environments. This action will focus on the pre-development work required for those who are most disadvantaged and who may not be accessing mainstream education, training or employment due to structural inequalities and personal circumstances.

Rationale

Under this action, priority target groups will include people living in a disadvantaged area and the economically inactive. Waterford is below the state average (14%) of low primary education with over 13% of local people having no formal education or primary school only and this is particularly evidenced within the aging population living in disadvantaged areas who are affected by social exclusion and poverty with low education attainment being a major contributory factor to their socio-economic status.

There will be a geographical focus on Larchville/Lisduggan (unemployment blackspots, CSO, 2016), Dungarvan, Portlaw, Kilmacthomas, Lismore and Tallow. Substance misusers, new communities (in particular asylum seekers), people with disabilities will be included in programme provision. NEETS will also be targeted in 2020 as 961 young people (under 25) are on the Live Register (Live Register 2019) in Waterford. NEETS actions will concentrate on targeting young people in West Waterford for pre-development work as a response to CYPSC research carried out in 2019 which informs the next local CYPSC Plan for 18 to 24-year olds.

Implementation

This action will provide holistic supports to individuals by applying experiential learning techniques through a range of needs-led programmes and workshops;

- Arts for NEETS, new communities, people with disabilities
- Yoga-people living in a disadvantaged area/economically inactive
- Social Drama-people with disabilities
- Meditation- people living in a disadvantaged area/economically inactive
- Horticulture- people living in a disadvantaged area/economically inactive
- Wellbeing- substance misusers/people living in a disadvantaged area/economically inactive
- Dyslexia workshops people living in a disadvantaged area/the unemployed
- Craft for Asylum Seekers/lone parents
- Social Networking events-all target groups

In 2020, SICAP staff will continue to work collaboratively with other service providers such as WWETB, Waterford Libraries, CYPSC, local community groups, Respond, local community-based Drugs Initiatives, Social Prescribing, Brothers of Charity and Tusla to respond to issues such as mental health, social isolation, substance misuse, low confidence/self-esteem and will continue to strengthen referral pathways locally to avoid any duplication of services.

Expected Outcomes

Expected Outcomes G2-1:1 Clients have improved personal skills, wellbeing and capabilities G2-1:2 Clients increase their participation in civic life, education and/or employment Monitoring will be achieved through weekly reporting of; KPIs % Individuals presenting from Disadvantaged Communities Number of new registrations % of Individuals with Social Inclusion Barriers Number Individuals presenting with multiple SI barriers Average Number Interventions per Individual Individuals presenting per Target Group Customer Satisfaction Surveys Other Monitoring activities will include Regular Performance Monitoring Meetings Data Accuracy Monitoring Follow-up Reporting G2-1:1 Clients have improved personal skills, wellbeing and capabilities

G2-1:2 Clients increase their participation in civic life, education and/or employment

Monitoring will be achieved through weekly reporting of;

- KPIs
- % Individuals presenting from Disadvantaged Communities
- Number of new registrations
- % of Individuals with Social Inclusion Barriers
- Number Individuals presenting with multiple SI barriers
- Average Number Interventions per Individual
- Individuals presenting per Target Group
- Customer Satisfaction Surveys

- Other Monitoring activities will include
- Regular Performance Monitoring Meetings
- Data Accuracy Monitoring
- Follow-up Reporting

(2020) 2.2 Education and Lifelong Learning

Location

This Action will prioritise supports to the nine unemployment blackspot areas of the city listed in the CSO 2016, which includes Larchville, Lisduggan, Ballybeg North, Kingsmeadow, Newports Square, Mount Sion, Roanmore, Morrisson's Road and The Glen. In the county Dungarvan Urban areas of Childers's & Shandon also Kilmacthomas, Portlaw, Passage East,, Villierstown, Lismore, Ballyduff Upper, Tallow, Aglish, Clashmore, Kill, Cheekpoint, Faithlegg, Stradbally, Kinsalegeg & Cappoquin as identified by the LCDC.

The primary target group for this action will be the unemployed and the secondary target group will be people living in the dis-advantaged communities.

Description

Community education is a critical access point for target group members and the development and delivery of interventions empowers individuals to develop confidence and engage more effectively with learning and/or the labour market focused training.

This action will prioritise target group members and those living disadvantaged communities in Waterford City and County. There will be a particular focus on the 9 unemployment blackspot areas as listed in the CSO 2016. These are Larchville, Lisduggan, Ballybeg North, Kingsmeadow, Newports Square, Mount Sion, Roanmore, Morrisson's Road and The Glen. Also areas identified by the LCDC for 2020.

The flexibility built into the programme for 2018-2022 will allow SICAP staff to work collaboratively with other service providers (BRILL, Women's Centre, Ceim Eile, Ferrybank and other community groups identified by Goal 1 to address issues such as mental health, general well-being and personal capacity and development and will include the development of referral pathways to education and lifelong learning and will avoid any duplication of services.

Rationale for Inclusion

The need for supports in the city & county is highlighted by the CSO Statics 2016 indicates that while the percentage of those unemployed has dropped from 21.6% to 15.4%, this is higher than the national average of 12.9%. The number of unemployment blackspots in Waterford has risen from 6 to 9. It states that 13% of the total population have no formal or only Primary Level education with 18.6% having a third level qualification which is 6% lower than the national average which is 24.6%. Key findings and issues found in the ESRI Report is that in 2016, the potential barrier most commonly reported by SICAP beneficiaries was belonging to a jobless household, which was reported by over 40% of SICAP clients. In Waterford, 0.73% of the population received treatment for substance (drugs & alcohol) misuse which is higher than the national average of 0.36%. Also the LCDC have identified some geographical areas for inclusion in 2020.

The SICAP Programme Framework states that tackling education disadvantage and promoting social inclusion are a key focus of the programme. This requires the removing of all barriers to participation and the taking of active steps to make participation easier for the individual

In the delivery of programmes to date SICAP staff has found the inclusion of Education & Life-long Learning Programmes provided in local communities can be critical to success in effectively engaging clients and building their capacity to access more formal education opportunities or set people on the path to employment. This approach has a proven ability to be successful in engaging those most distanced from education and lifelong learning opportunities.

Implementation

The Action will be implemented through direct engagement by SICAP staff with Individuals and actively engage with Schools & Colleges, Local Community Groups (Women's Centre, BRILL, ERHC English language, AMIF and projects in Ferrybank) and referrals from individuals finishing employment activation schemes such as CE and Tús. Staff will also take referrals from Goal 1 Staff Team, DEASP/INTREO, LES, WWETB etc.

Through this action SICAP staff will work within the named areas of dis-advantage and in the agreed designated areas highlighted by the LCDC and can include the following -

- ☐ Individual supports for access to Further and Higher Education Opportunities including grants
- ☐ Individual supports for access to Lifelong Learning Opportunities
- ☐ One to One Mentoring Supports
- ☐ Supports for specific target groups to explore pathways to education and access education & life-long learning opportunities e.g. English Language
- ☐ Information and advice in One to One or Group set

This action will also allow for the delivery of education & life-long learning programmes designed to meet the needs of specific target groups and communities.. It will provide individual education supports including grants /education supports which will reduce or eliminate barriers to participation.

Expected Outcomes

Expected Outcomes Individuals experiencing multiple barriers to life-long learning opportunities & education will be receiving supports, advice and guidance to develop their skills to enable their transition back into education & training. Individuals will have opportunities to engage and build relationships with LCGs in their local communities.

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(2020) 2.3 Preventative Supports for Children and Young People (15-24)

Overview

This action will concentrate on supporting education and recreational programmes for children and families across Waterford. It will work closely with both DEIS and Non DEIS schools in Waterford City and County to provide supports for those who have been identified as most at risk of early school leaving. Ongoing collaborations will continue with local School Completion sites in targeting those children and families identified as most disadvantaged. This action will also focus on extra-curricular activities for children in disadvantaged communities. WAP will continue to run the Summer Camp Access Programme which is provision of places for children with disabilities within local mainstream summer camps. WAP as the lead agency will continue with Waterford PLICS Network - Promoting Literacy in Communities & Schools which was established by WAP under SICAP 2015-2017. This action will also provide access to STEM activities as part of lifelong learning pathways towards future careers through partnership with Waterford Institute of Technology.

Rationale

There are over 23,300 children of pre-school, primary and secondary school ages living across the five electoral areas in Waterford City and County (CSO 2016). There are just over 5,000 lone parents and there are just over 29,900 family units in Waterford. Overall in Waterford there is a high youth dependency ratio of 30.8% with 4,237 people under the age of 14. There are over 9,800 young people over 15yrs in school and low educational attainment and educational inequality are recorded as key factors in social exclusion and this action focuses on disadvantaged children to reduce and prevent early school leaving in a real and meaningful way (CSO, 2016). From an economic perspective, STEM job opportunities are abundant in the South East and such skills shortages need to be highlighted and encouraged through the formal education system so that students are enticed into these sectors (smartfutures.ie).

Implementation

SICAP staff will use a child-centred approach when planning interventions and will continue to work collaboratively with local stakeholders including Youth Service Providers, community groups, School Principals, WIT, local School Completion Programme sites in Waterford and local CYPSC. Collaborative approaches and working in partnership with all stakeholders will allow SICAP work to target those identified as most in need.

The following activities for 2020 are based on consultation and continued work with the stakeholders;

- Study Skills booklet for Secondary School students/PLICs action- children living in disadvantaged areas
- Explore provision of dyslexia workshops with Waterford Libraries-children and families
- Summer Camp Access Programme-children with disabilities
- Extra-curricular activities for target groups; travellers, children living in disadvantaged areas
- International Day of the Girl-TY event for females
- Summer Camp Programmes- children living in disadvantaged areas
- National Science Week-DEIS Schools

Expected Outcomes

Expected Outcomes-Local Communities and statutory stakeholders develop holistic approaches to address early school leaving -Disadvantaged children and their families are supported in education, employment and personal development -Young people at risk of early school leaving remain within the education system-Local Communities and statutory stakeholders develop holistic approaches to address early school leaving

-Disadvantaged children and their families are supported in education, employment and personal development

-Young people at risk of early school leaving remain within the education system

(2020) 2.4 Employment Supports

Location

This Action will prioritise supports to the nine unemployment blackspot areas of the city including Larchville, Lisduggan, Ballybeg North, The Glen, Dungarvan Urban areas of Childer's & Shandon and the LCDC identified geographical areas Cappoquin, Lismore, Tallow, Kilmacthomas, Passage East and their environs for 2020.

The primary target group for this action will be the unemployed and the secondary target area will be people living in dis-advantaged areas.

Description This action will provide employment-focussed training and supports, city and countywide, to those furthest from the job market. This cohort will include Roma, Substance Misuse, those in Direct Provision, Youth etc

A range of courses, identified through working with eg LES, DEASP etc, will be available to individuals under SICAP. These individuals will also be referred on to other agencies for further supports eg LES, Skillnet, REGSA etc.

In addition to SICAP funded training, individuals will be able to access specific once-off external training through SICAP Grants.

Rationale

CSO Statistics 2016 highlights the following statistics indicates that while the percentage of those unemployed has dropped from 21.6% to 15.4%, this is higher than the national average of 12%. The number of unemployment blackspots in Waterford has risen from 6-9. It states that 13% of the total population have no formal or only Primary Level education with 18.6% having a third level qualification which is 6% lower than the national average which is 24.6%. Key findings and issues found in the ESRI Reports is that in 2016, the potential barrier most commonly reported by SICAP beneficiaries was belonging to a jobless household, which was reported by over 40% of SICAP clients. In Waterford, 0.73% of the population received treatment for substance misuse (drugs & alcohol) which is higher than the national average of 0.36%.

The SICAP Programme Framework states that tackling education disadvantage and promoting social inclusion are a key focus of the programme. This requires the removing of barriers to participation and taking active steps to make participation easier for the individual. In the delivery of programmes to date SICAP staff has found the inclusion of Education & Life-long Learning Programme provided in local communities can be effective to engaging clients and building their capacity to access more formal education opportunities or set people on the path to further education, life-long learning opportunities and employment.

Implementation

In late 2019 meetings were held across the city and county with relevant agencies to determine what had worked well in the year and what could be replaced with more relevant training. A list of identified employment focussed training has been compiled and will be offered to LTU's in 2020.

As in 2019 a Training Schedule will be compiled and presented to agencies eg. LES, TUS, DEASP, Youth Services, Disability Services etc who will in turn refer their clients to one or more programmes. The Schedule will also appear on the WAP website and in other community premises for maximum publicity.

As before funding will be ring-fenced to support men and women from the Roma community and those within the area of Substance Misuse.

Individual grants will continue to be offered to those who identify pre-employment training not offered by SICAP and where a cost is incurred.

This action will also collaborate with Skillnet to deliver agreed identified training eg Security QQI Level 4 in addition to collaborating with other actions under SICAP.

Expected Outcomes

210 long term unemployed individuals experiencing multiple barriers to employment from disadvantaged areas will receive training and supports to develop their skills to enable them to get into/return to employment.

Specific actions will be tailored to meet the needs of Roma, Substance Misuse and Asylum Seekers.

Ongoing engagement and collaborations with local agencies and organisations will ensure appropriate responses to unemployed individuals and eliminate duplication.

Individuals can engage with WAP to access financial aid for specific once-off training.

210 Number of Individual Beneficiaries for this action

Target Groups The Unemployed, People living in Disadvantaged Communities, Lone parents, People with Disabilities, Disadvantaged Young People, Asylum Seekers, Roma/Travellers, Substance Misusers, and Low Income Workers/Households.

(2020) 2.5 Business Supports

Location

All services within the Business Supports action will be delivered both in Waterford City and in WAP outreach office in the county (Dungarvan) and are underpinned by the development of the Waterford Micro Business Network.

Regeneration Priority areas i.e., 9 City Unemployment blackspots, Cappoquin & Blackwater, Portlawn, Passage East, Kill, Cheekpoint, Faithlegg, Stradbally and Kinsalebeg are all reached via both central hubs through a booking system for 1;1 pre-development and post Back to Work Enterprise Allowance meetings as well as follow on support, training and networking opportunities.

The business support mentors offer friendly, professional assistance and expert advice, in particular in collaboration with the DEASP in both city and county areas that operate the BTWEA and supplement this with start your own business training, book-keeping workshops, ROS workshops and leveraged training in collaboration with Waterford Leo and other relevant agencies.

Ongoing support to the Waterford Micro-Business Network is based on the identified need for sole traders to meet up with, share information and collaborate with others through regular networking activity.

Rationale for Inclusion

Higher than average levels of unemployment as well as the poor quality of jobs available to the unemployed demonstrate the need to encourage entrepreneurship as a route out of unemployment. September 2018 Waterford City figures showed 5,564 on the live register and 6,559 in Waterford County, with 183,060 on the live register across the state, Waterford's combined figure of 12,123 is almost 7% of those unemployed across the country (CSO Stat Bank 2018). The South East is the only region not meeting the Action Plan for Jobs target. Waterford accounted for nine of the seventy nine unemployment blackspots in the country (areas with more than 27% unemployment rate). Waterford is home to 2.4% of the population of the State but 3.3% of those on the Live Register. Waterford continues to be home to less than its fair share of IDA jobs.

A lot of individuals, who for various reasons i.e. their age (50+), language barriers and living in isolated areas with no access to transport often view self-employment as their only option for getting back to work. Starting a business requires a lot of skills e.g. financial management, sales, marketing, customer service and once the hype is over success is largely down to dogged determination to make it work. Not everyone is suited to self-employment so individuals will need support to identify if their business idea is feasible and whether self-employment is the right option for them.

SICAP Enterprise supports work in close collaboration with agencies that support specific target groups such as; those in recovery, individuals seeking protection, and new communities.

This knowledge coupled with the experience of SICAP enterprise supports delivery has indicated that needs are multiple and layered. The responses we offer will, therefore, be multiple and layered.

Additional areas for training/leveraged support include:

- ☐ Business Scale Up
- ☐ Accessing opportunities to employ staff and good employment practice
- ☐ The use of financial apps to support good financial practise
- ☐ A business expansion programme
- ☐ Social Media for Business
- ☐ Build and Manage your own Website
- ☐ Taking your business online

This business supports action delivers a range of services along a continuum of supports in recognition of the fact that enterprise development is not linear. Individuals and groups may engage at different points dependent on their need and reengage again at a later stage. The continuum is designed to include training, workshops and peer-support focusing on key elements of strong business development and the importance of networking. Those seeking support in social enterprise/entrepreneurship are referred to SICAP social enterprise specialist for complementary supports.

Implementation

The delivery of a range of business supports designed to be tailored to the specific needs of individuals and groups with regard their position on a self-employment continuum; from pre start-up to business development. The work will build on the experience of WAP in the delivery of mentoring and training services, in particular those individuals referred by the DEASP under the BTWEA/STEAs. The continuum approach enables individuals to move backwards and forwards along service provision/supports, depending on their specific needs with a structured referral system in place both internally and externally which have been strengthened over previous SICAP periods. Along with mentoring and training the Business Supports action will provide a small number of small grants for those ineligible for DEASP supports. WAP are also agents for Micro Finance Ireland who can provide additional finance to successful applicants.

Enterprise supports are delivered in collaboration with other enterprise supports services in Waterford, LEO, Chambers of Commerce, Skillsnet, DEASP and SICAP social enterprise mentoring & training supports.

SICAP supports the development of Waterford Micro Business Network and encourages all those that engage with our mentoring, support and training services to participate in events.

Expected Outcomes

Individuals attending DEASP to commence BTWEA are given a suite of supports to increase the potential sustainability of their businesses. Individuals are supported to consider the risk and opportunities to becoming self-employed Individuals seeking to establish a social enterprise are plugged into SICAP and other supports Individuals are more aware of the research, marketing, administration and personal qualities needed to start their own business A number of individuals move from pre-development to business start-up A number of individuals move from business start up to business scale up Enterprise support agencies in Waterford City & County engage in mutual referral and support Additional funds for self-employment start-up are leveraged through collaboration with other agencies. Individuals attending DEASP to commence BTWEA are given a suite of supports to increase the potential sustainability of their businesses.

Individuals are supported to consider the risk and opportunities to becoming self employed

Individuals seeking to establish a social enterprise are plugged into SICAP and other supports

Individuals are more aware of the research, marketing, administration and personal qualities needed to start their own business

A number of individuals move from pre-development to business start up

A number of individuals move from business start up to business scale up

Enterprise support agencies in Waterford City & County engage in mutual referral and support

Additional funds for self-employment start-up are leveraged through collaboration with other agencies.

(2020) 2.6 Collaborative Networks for Education, Enterprise and Employment

Goal 2 will continue to work in collaboration with other relevant agencies to complement and provide additionally to existing provision and in order to avoid duplication.

SICAP provides opportunities to leverage resources from other providers by developing collaborative actions and networks relating to the key programme themes.

In 2020 we will continue to build our collaborations and networks specifically regarding;

1. The Waterford Micro-Business Network (WMBN) – development of online engagement through website and County development focus through our Enterprise Outreach office in Dungarvan. We will, as in previous years, work closely with WLEO and the Chambers of Commerce in the delivery of a range of supports to micro businesses in Waterford.
2. Waterford Social Enterprise Network – SICAP work under G2 in parallel will G1.3 to continue to build the social enterprise network and specifically addressing the consideration of an online sales and service platform through feasibility, research and collaborative funding. Connection with the potential for a county network under G1 actions will be initiated under G2 collaborations & networks if necessary.
3. G2 will explore the potential to connect with East Cork LDC to promote joint activities that impact on the south of Waterford County.
4. As a collective G2 will continue to network to develop opportunities through; Waterford Council Cultural Quarter, LCDC Skills Group, Waterford Skillset, CYPSC, Tusla Aftercare, School Completion Committees and Dyslexia Groups
5. In response to the ongoing emerging need of Problem Substance Users SICAP G2 will continue to network through the SEDTF, CBDI and key services providers to support additionally to current provision. This will include in 2020 the role out of a launch for employers on measures to support those in recovery back into employment under our 2019 NACRO / HSE project.

Expected Outcomes

WAP is engaged with relevant players in the City and County that deliver programmes and services to common target groups. Gaps in education, employment and enterprise services are identified and collaborative plans to address gaps are developed SICAP is recognized as a collaborative programme to enhance existing programme delivery Duplication of service is avoided Innovation in programme and service development is enabled. WAP is engaged with relevant players in the City and County that deliver programmes and services to common target groups.

Gaps in education, employment and enterprise services are identified and collaborative plans to address gaps are developed

SICAP is recognized as a collaborative programme to enhance existing programme delivery

Duplication of service is avoided

Innovation in programme and service development is enabled.

Action Targets

Goal	Action Name	KPI 1 Target	KPI 2 Target
1	(2020) 1.1 Community Engagement	10	
1	(2020) 1.2 Group Empowerment & Progression	46	
1	(2020) 1.3 Social & Community Enterprise Support and Development	10	
1	(2020) 1.4 Participation in Collaborations and Decision Making Structures	6	
2	(2020) 2.1 Personal Development and Wellbeing		180
2	(2020) 2.2 Education and Lifelong Learning		207
2	(2020) 2.3 Preventative Supports for Children and Young People (15-24)		0
2	(2020) 2.4 Employment Supports		230
2	(2020) 2.5 Business Supports		250
2	(2020) 2.6 Collaborative Networks for Education, Enterprise and Employment		