



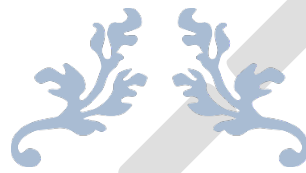
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2021 ACTION PLAN

SICAP 2018 - 2022



NOVEMBER 2020

WATERFORD AREA PARTNERSHIP CLG

Name of Action	Community Engagement
Thematic Area	Promote community engagement and stronger communities
Outcomes	Local community groups will reflect on learning gained and impact of Covid-19 on local communities and SICAP target groups. Through Covid-19 Keep Well Campaign community groups are organising initiatives and linking with available supports and services e.g. meals on wheels, foodbank, social connectedness, mental health and wellbeing etc. In organising events this strengthens community spirit and engagement plus enhancing skills and capacity. Annual Support Plans to identify actions for delivery Local community groups play a critical role as a collaborative partner in the delivery of local Covid-19 actions with WC&CC, HSE etc. Staff support groups and community leaders in promoting available supports e.g. meals on wheels, befriending etc. based on their local knowledge of those who are affected The majority of local community groups have actively participated in Covid-19 response. Mental health & wellbeing, social isolation, integration etc. highlighted by national and local campaigns are being addressed through local groups and volunteers who registered with Waterford Community Call. A strengthened sense of community has emerged through these responses which will remain in place based on government guidelines Covid-19 guidelines will determine timeframes for delivery of community events. Current guidelines require local initiatives to remain in place until March 2021 and staff will support community groups to adapt activities accordingly. Annual Support Plans will determine timeframes for other community activities potentially for Q 3 & 4
KPI 1 - Target	8
Description of Action	Local community groups are supported by staff to deliver actions to engage SICAP target groups. Learning from Covid-19 will inform actions and the development of Annual Support Plans in determining what programmes and activities will support engagement especially in addressing mental health and wellbeing, integration and strengthen community spirit. 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 include New Communities, Disadvantaged Women and Disadvantaged Children and Families. In developing specific actions for implementation that are measurable, attainable, relevant and timebound in line with SICAP Requirements, Matrix and Goal 1 Indicators & Outcomes consideration of Local Community Groups Annual Support Plans is essential. ASPs are the foundation for LCGs in identifying their own actions based on local knowledge and expertise in strengthening Community Development practices as one of the three SICAP Horizontal Themes. Equality of access and opportunity (another theme) for SICAP target groups embeds the actions requiring SICAP staff support and resources.

	Specific; Goal 1 staff will work with LCGs both area and issue based to build capacity of community group and leaders in community led planning to inform their Annual Support Plans for 2021. Staff will use creative engagement methods e.g. drop in coffee mornings, outreach clinics etc to inform engagement strategies, promote services and pre-development group formation. Communities within Dungarvan, Larchville, Lisduggan, Portlaw and Kilmacthomas are primary focus in 2021 8 local community groups will be supported to organise social, cultural and civic activities. Annual Support Plans will identify the groups and based on Covid-19 other group events may emerge
Rationale of Action	In working with Waterford City & County Council, through key areas identified by the LCDC and Pobal deprivation index our resources will be prioritised within disadvantaged communities. The key focus will be to support community actions that focus on pre-development work with local community leaders/residents.
Method of Delivery	To support local community groups, identify community needs through local (informal) needs analysis Actions informed by Covid-19 experiences and impact in local communities To support local community groups to engage with and participate in promoting Keep Well Campaign activities to address social isolation and mental health & wellbeing SICAP Annual Support Plans to identify priority actions, funding required and community led planning Provide information to local communities on supports and services available through SICAP Goal 2, in addressing Covid-19, education, personal development, training etc. SICAP staff to support capacity and empowerment of community groups through the delivery of actions SICAP staff to organise events in disadvantaged communities where engagement is limited and to promote community leadership
Timeframe for Delivery	2021
Primary Target Group	People living in Disadvantaged Communities
Secondary Target Groups	
Number of Individuals Engaged	
Number of Community Groups Engaged	8

Name of Action	Group Empowerment & Progression
Thematic Area	Build capacity of LCGs
Outcomes	Specific actions are measurable based on completion of Annual Support Plans with 66 local community groups and outcomes agreed. Larchville & Lisduggan Community Hub and outreach strategy will create new programmes and activities leading to pre-development support to emerging groups. New staff resource within Co Waterford will strengthen links within rural communities and social housing estates to support emerging community groups. SICAP currently supports 12 New Community groups and their engagement with Waterford Migrant Integration Forum will create collective actions In developing a model to inform local community groups SICAP Matrix and progression this Community Development model will be informed by their input and strengthen knowledge of practice. In October a seminar will promote the findings and support networking within the Community Development organisations. SICAP Outreach offices strengthens our links with local communities and provides mentoring and one-to-one supports for community leaders In developing Goal 1 plans the team are confident that all objectives will be met. Covid-19 guidelines will inform community groups actions and SICAP staff resources required This action is the basis for local community groups progression on the SICAP Matrix especially in strengthening capacity and progression to participation on local decision-making structures. All objectives are informed by our work with SICAP groups and where necessary amended to meet the needs of the community and local priorities Specific timeframes are given with Outreach Offices and Seminar. Other objectives and actions are from January to December based on Annual Support Plans and agreed outcomes
KPI 2 - Target	65
Description of Action	Local community groups enhance their capacity and skills in delivering actions for SICAP target groups. Annual Support Plans approved by the community group determines SICAP supports provided by staff and resources. 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 include New Communities, Disadvantaged Women and Disadvantaged Children and Families.
Rationale of Action	This action forms the basis of group progression on the SICAP Matrix especially in developing skills to progress to Stage 3 and engage proactively in collaborations and decision making structures. SICAP local community groups are predominately volunteer led and the supports provided ensure community leaders gain knowledge and expertise in how to meet their compliance requirements and address local needs. Local communities will agree structure relevant to their progression and developing their Constitution, policies and procedures, resources to meet their needs. Staff will provide the guidance, skills and expertise to empower the committee members to make collective decisions, comply with best practice and regulation e.g. CRA. Through training and day-to-day supports LCGs are empowered to develop skills and confidence in achieving positive outcomes which lead to stronger, vibrant communities.

Method of Delivery	Annual Support Plans completed by local community groups SICAP developmental supports agreed with local community group to strengthen capacity and skills SICAP grants support community groups in the delivery of their activities and supports. Governance supports and training provided to support community groups meet legislative requirements. Larchville & Lisduggan Community Hub fully established SICAP supports to rural communities strengthened by additional staff resources Identify 9 new local community groups not previously engaged with SICAP Migrant community groups supported to engage with and strengthen development of Waterford Migrant Integration Forum Develop SICAP Community Development Matrix model to determine stages of progression in line with Community Development principles and practices informed by policy SICAP Outreach Offices to facilitate engagement with local community groups and community leaders in developing specific actions for implementation that are measurable, attainable, relevant and timebound in line with SICAP Requirements, Matrix and Goal 1 Indicators and Outcomes consideration of Local Community Groups Annual Support Plans is essential. Annual Support Plans are the foundation for Local Community Groups in identifying their own actions (and part of the registration process) based on local knowledge and expertise and in strengthening Community Development practices as one of the three SICAP Horizontal Themes. Equality of access and opportunity (another theme) for SICAP target groups embeds the actions requiring SICAP staff support and resources. The following are specific to meeting objectives outlined – 65 local community groups supported through this action Annual Support Plans completed by February to determine developmental needs including governance, funding, training etc. Larchville & Lisduggan Community Hub is a collaborative facility with Waterford City & County Council and BRILL FRC. Full capacity of the hub delayed due to Covid-19 and 2021 actions include promotion, drop in coffee mornings and information clinics. Outreach work to engage with local residents and identify needs based on door-to-door surveys, pop ups in local shopping centres and linking with existing community groups and services. Pre-development work with SICAP target groups informed by outreach work SICAP rural communities supported by additional staffing. Two fulltime staff will work in 1. West Waterford and 2. Dungarvan and mid-Waterford communities such as Portlaw and Kilmacthomas. Initial engagement will identify new community groups for SICAP supports Migrant communities including those in Direct Provision linked with Waterford Migrant Integration Forum to build capacity of the community SICAP Community Development Model developed through engagement of community development practitioners and local community groups with Seminar organised in October to
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	promote outcomes SICAP Outreach offices support local community groups with administration, grant applications etc. in 2021 we will have offices in Dungarvan 4 days weekly; Larchville & Lisduggan 1.5 days weekly; Tallow fortnightly x 1 day; Ferrybank fortnightly x 1 day; Cappoquin fortnightly x 1 day and Portlaw fortnightly x .5 day (new development to start in May)
Timeframe for Delivery	2021
Primary Target Group	People living in Disadvantaged Communities
Secondary Target Groups	
Number of Individuals Engaged	
Number of Community Groups Engaged	65

Name of Action	Social & Community Enterprise Support and Development
Thematic Area	Support social enterprises which contribute to SICAP outcomes
Outcomes	Delivery will utilise a WAP Social Enterprise feasibility and support process that is documented and proven. This process will be adapted to suit the development needs of specific community groups/Social Enterprises and involves workshops, planning, training and harnessing of other available supports, the outcomes of which are measurable. This will map the progress of the two identified social enterprises. Waterford Social Enterprise Mapping Research (2016-18) review will consist of a survey of those organisations engaged in the research with regard to their development plans and potential support needs that could result in collective training and/or referral towards social enterprise growth and sustainability. The support process utilises a social enterprise expert who has worked with Waterford Area Partnership on the delivery of supports to social enterprises and social entrepreneurs since 2018. It must be noted that the process of business establishment requires staffing and financial resources that are not within the funding capacities of SICAP. Supports are delivered in collaboration with all relevant agencies and are aligned with the ILDN strategies for social enterprise support across all LDCs, the National Social Enterprise Strategy and strategies of the European Social Economies Regions (ESER). Whilst the initial process for planning and strategy development involves a 4 workshop process this will be expanded dependent upon the requirement of each social enterprise and will involve referral to other agencies for additional support and ongoing information provision regarding funding and available opportunities. Work with WLEDC will commence in Q1 and work with WTCDP will commence in Q2. All work is Covid-19 dependent and may demand processes are moved to online engagement.
KPI 1 - Target	2
Description of Action	To support Local Community Groups in Waterford that already have an operational social enterprise and those wishing to establish a social enterprise. The focus is on local community groups that seek to support a SICAP target group in either the trading of products or services, the result of which will have a measurable impact on target group employment access or community/social gain. In supporting this action WAP will continue to engage with SICAP G2.5 (Enterprise Supports) in the collaborative delivery of supports to groups addressing problem substance use (Ceim Eile, Treo/Renew and U-Casadh) as well as those groups operating from unemployment blackspots and areas of rural disadvantage.
Rationale of Action	The social enterprise sector nationally, regionally and locally is dislocated, under resourced and under-developed in both urban and rural areas. There is a lack of policy framework and clear supporting mechanisms to enable development of the sector locally. There are over 300 organisations in Waterford that have a social mission and trade in some way, however there are only 12 CSP supported projects in Waterford. Social Enterprise has the potential to support sustainable economic and ethical business development in rural and urban areas that are impacted by poverty and disadvantage.

	Social Enterprises have a key role in regeneration and economic development and in the promotion of social inclusion. Internal evaluation of delivered QQI L6 Introduction to Social Enterprise Development recorded consistent agreement that engagement on the course was highly beneficial in providing a network for collaboration, raising knowledge and awareness of the sector and a jump off point for further skills development. There is recognition that support for the development of the sector will facilitate employment access for those most distant from the labour market as a result of a criminal conviction
Method of Delivery	To support two social enterprises to develop their offering to feasibility and/or scale up through a process of business planning, access to relevant training and business supports. both within WAP and with external, relevant agencies such as the Local Enterprise Office. To support two social enterprises to avail of local, regional and national funding opportunities for social enterprise development. To support local community groups who identify social enterprises within their Annual Support Plans To undertake a mapping review of SICAP based social enterprises across Waterford City and County areas that engaged with the Waterford Social Enterprise Mapping Research (2016-18). To support local community group based social enterprises to network through relevant local, regional, national and European networking structures. To provide supports to local community groups based social enterprises that are consistent with the National Social Enterprise Strategy (2019) under the 3 key policy areas of; Raising Awareness, Growing & Strengthening, Better Policy Alignment. To support local community based social enterprises to develop impact measurements in alignment with national research. In developing specific actions for implementation that are measurable, attainable, relevant and timebound in line with SICAP Requirements, Matrix and Goal 1 Indicators and Outcomes consideration of Local Community Groups Annual Support Plans is essential. Annual Support Plans are the foundation for Local Community Groups in identifying their own actions (and part of the registration process) based on local knowledge and expertise Supports will be delivered to two identified local community groups who are WLEDC/Cill Barra Sports & Recreational Centre, Ballybeg and Waterford Traveller CDP for social enterprise development. Develop a one-page visual document to inform local community groups of social enterprise and the National Social Enterprise Policy (2019). Additional supports will be delivered to 14 other local community groups already engaged with SICAP social enterprises/aspiring social enterprises as requested.
Timeframe for Delivery	2021
Primary Target Group	People living in Disadvantaged Communities
Secondary Target Groups	
Number of Individuals	

Engaged	
Number of Community Groups Engaged	2

Name of Action	Participation in Collaborations and Decision Making Structures
Thematic Area	Promote collaborative engagement
Outcomes	Measurable; All actions are measurable as each structure has agreed priority areas for implementation. Waterford Migrant Strategy 2020 to 2020 will commence and SICAP will lead on or support agreed actions. Waterford Traveller Interagency Group will finalise their strategy early in 2021 and SICAP will agree key actions to support. Healthy Waterford under Healthy Ireland Framework has a strong social inclusion focus and actions will support SICAP groups to engage. Achievable; due to Covid-19 implementation of many local community strategies has been delayed due to staff resources focussed on local responses. Relevant; Collaboration has been a strong element in the delivery of local initiatives and will continue until Covid-19 guidelines are amended in 2021. Learning from Covid-19 will inform local priorities and SICAP staff will support local developments Timebound; specific timeframes are given with Making the Link networks. Waterford CRF meet weekly and it is envisaged this will remain until Covid-19 guidelines change. Other actions are determined through meetings held monthly or quarterly to agree priorities and review progress
KPI 1 - Target	4
Description of Action	Local community groups are informed of relevant decision-making structures and policy development to encourage participation. Local action groups, Waterford Public Participation Network, issue-based structures etc. are all promoted to raise awareness and strengthen community voice. In SICAP staff participating on local, regional and national structures this informs actions and policy with SICAP Target Groups. In developing specific actions for implementation that are measurable, attainable, relevant and timebound in line with SICAP Requirements, Matrix and Goal 1 Indicators and Outcomes consideration of Local Community Groups Annual Support Plans is essential. Community groups are critical partners in the development of local initiatives as they bring local knowledge and experience to the discussion and outcomes. SICAP community groups are predominately voluntary and recognition of their time and participation is a key consideration for other stakeholders
Rationale of Action	Community engagement with decision making structures is key to community development and to 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 Community Plans under Actions 1 and 2 to strengthen awareness at a local level based on collating of plans, data etc. Shared resource models e.g. Community Councils will be facilitated by WAP to create local collaborations supporting events, administration, volunteers etc. WAP staff who participate in decision-making structures bring key skills, expertise and local

	knowledge to the development of actions and provision on services to support communities. 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 People with Disabilities, New Communities and Travellers. Lone Parents do not have a lead agency in Waterford and based on work within SICAP 2015 to 2017 with the establishment of a Lone Parents Working Group, progression of agreed actions will be delivered within SICAP 2018 to 2022. The actions were agreed following a baseline study conducted by WAP which included focus groups and needs analysis. EU funding has not been actively explored by LCGs in recent years and through initial discussions with Waterford City & County Council and Waterford Institute of Technology there are opportunities to bring much needed resources and funding into local communities.
Method of Delivery	The following are specific to meeting objectives outlined – 4 local community groups supported through this action plus local structures and strategies Local community groups identify relevant structures and consultations to participate in by attending meetings and planning sessions Waterford Community Response Forum meets weekly to oversee local initiatives. SICAP actively participates on the CRF and other sub-groups to support local community groups to engage and support SICAP staff represent Waterford Area Partnership on local actions groups/networks in Ballybeg, Tramore, Ferrybank and Tallow.
Timeframe for Delivery	2021
Primary Target Group	People living in Disadvantaged Communities
Secondary Target Groups	
Number of Individuals Engaged	
Number of Community Groups Engaged	4

Name of Action	Personal Development and Wellbeing
Thematic Area	Promoting personal development and wellbeing
Outcomes	It is expected that 198 individual beneficiaries will receive supports under this action. 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
KPI 2 - Target	198
Description of Action	This action will focus on positive mental health, personal development and well-being interventions and programmes while responding to the psycho-social impact of COVID 19 on target groups and disadvantaged communities. Building on the work of 2020 through lockdown, this action will continue to develop innovative ways to engage target groups given the uncertainty and inaccessibility of normal services going into 2021. Collaborations with stakeholders who have complimentary services to action 2.1 under SICAP will continue in 2021. Programmes that were cancelled in 2020 due to COVID-19 will also restart. all programmes carried out under this action are needs led, targeted and responsive to local and national issues such as disability, local youth unemployment, population of Asylum Seekers in Waterford etc. along with consultation with specific target groups ie Substance Misusers, Travellers Use of surveys, Distance Travelled Tool, outputs, referrals and engagement stats on Social Media will allow the PI to measure the impact of service provision. As well as traditional programme provision, this action will cater for potential further COVID-19 restrictions and will aim to reach people through outreach and a variety of media; Social Media, Zoom, newsletters and remote learning while delivering wellness packs/art kits out to the communities if required.
Rationale of Action	The SICAP Programme Framework allows for a focus on the development and the delivery of holistic programmes targeting those most distanced from education and employment. It calls for the inclusion of active steps which make engagement and participation easier for individuals. In the delivery of programmes to date SICAP staff, have found the inclusion of Community Based Programmes provided in people's own 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 lifelong learning and employment. This evidence of need has led to the development of a suite of interventions aimed at those most disadvantaged. It demonstrates that having a focus on the broader issues that affect individuals will allow for a more targeted approach and greater success in engaging those most disadvantaged.
Method of Delivery	1.To further strengthen and expand programmes within Waterford Women's Creative Cocoon, targeting disadvantaged women. 2.To restart sewing and woodwork programmes cancelled through COVID-19 for Asylum

	Seekers and People with Disabilities. 3.To develop Creative Communities, established by WAP in 2020 in collaboration with WWTEB, Social Prescribing, Healthy Waterford by setting up wellbeing programmes within local unemployment blackspots and across disadvantaged communities. 4.To carry out consultations with service providers who support Substance Misusers, Travellers, Roma with a view to providing personal development and wellbeing programmes for these target groups. 5.To target unemployed youth in West Waterford in Arts engagement programme through local CYPSC plan. Quarter 1: 50 IBs • Creative Arts and Wellbeing programmes across communities through Waterford Women’s Creative Cocoon and Creative Communities • Resume sewing programme with women in Direct Provision, woodwork programme with people with disabilities and Film Production for people with acquired brain injuries Quarter 2: 50 IBs • Consultation with local service providers (Travellers, Roma, Substance Misusers) to ascertain wellbeing programmes needs for target groups. • Consult with agencies and young unemployed around developing an Arts engagement programme as part of Waterford CYPSC plan • Establish well being programmes in unemployment black spots Quarter 3 & 4: 98 IBs To run programmes for aforementioned groups which may include Yoga, Arts & Crafts, Poetry, Mindfulness, Cookery To continue responding to programme and supports required for said target groups. 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
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	Other Monitoring activities will include Regular Performance Monitoring Meetings Data Accuracy Monitoring Follow-up Reporting
Timeframe for Delivery	2021
Primary Target Group	People living in Disadvantaged Communities
Secondary Target Groups	Unemployed youth
Number of Individuals Engaged	198
Number of Community Groups Engaged	

Name of Action	2.2 Education and Lifelong Learning
Thematic Area	Providing lifelong learning opportunities
Outcomes	• 227 SICAP Personal Action Plans will be completed • 105 SICAP Individual funding supports to assist access to PLC Education or equivalent that is not available via other sources and take up courses • 142 SICAP Individual referrals and participating in Lifelong Learning Programmes (workshops & short accredited and non-accredited courses) • 50 My Journey Distance Travelled Tool participants • Continue to collaborate and network with service providers, through the delivery of information sessions, outreach and publicity material. • SICAP follow up call backs to monitor progression/outcomes and further support Individuals on their pathways in education and/or employment. • Target the 15-24 Young People cohort through the delivery of information sessions, outreach, individual supports and referrals to mainstream education and/or employment services. • Workshops delivered and implemented in 2021. • Implementation of My Journey for select participants. • All training recorded on IRIS and any outputs.
KPI 2 - Target	227
Description of Action	This Action will prioritise supports to the nine unemployment blackspot areas of the city listed in the CSO 2016, and in the county the Dungarvan Urban areas of Childers's & Shandon and rural Co Waterford. Work under Goal 2 is focused on supporting individuals who have been identified as in need of one-to-one support. The registration process and initial interview is critical to the preparation of personal action plans, baseline assessments and referrals to other service providers e.g. (WAECS – WWETB Waterford Adult Education Guidance Service & WWETB PLC Courses) as key to the continuum of education and lifelong learning. Individuals will access WAP services in the following ways: direct referral from other agencies (WWETB, DEASP) or direct contact with WAP through self-referral/telephone/email/website or self-presenting at our premises. WAP Staff will meet with the individual on a one-to-one basis, gain knowledge of the barriers to education and employment for the individual and options available for further education or lifelong learning opportunities under SICAP supports. A personal action plan is developed that maps the needs of the individual and the implementation of the My Journey Distanced Travelled Tool for select participants will inform the personal action plan for those individuals (Target 50 individuals). Specific; 227 SICAP Personal Action Plans will be completed, Individual funding supports to assist access to PLC Education programmes and SICAP Individual referrals and participating in Lifelong Learning Programmes (workshops & short accredited and non-accredited courses). Measurable; Social exclusion is multi-dimensional in nature and it is widely acknowledged that it is difficult to demonstrate impact. Under the above actions will be measured once individual's complete education & lifelong learning programmes or gain employment. Attainable; By using community development approach and working with community and

	education providers to address identified needs. Relevant; Supports are delivered in collaboration with all relevant agencies and individuals. They are aligned with SICAP Programme Requirements. Timebound; Actions will be rolled out January – December 2021. All work is Covid-19 dependent and some lifelong learning programmes/workshops moving to online engagement.
Rationale of Action	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 have found the inclusion of Community Based Programmes provided in people's own 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
Method of Delivery	WAP will provide 1-1 supports and will initiate and refer individuals into areas of Education and Lifelong Learning with WWETB PLC Courses, Community and Private Providers in order to upskill, complete accredited and unaccredited courses in the City & County including the Unemployment Black Spots. Over the course of 2021 WAP aims to work with 227 individuals under this action. Wap will undertake one-to-one meetings with 20 TUS & LTI participants on exiting their programmes. The purpose of this action is to explore career options that and map an education plan for each client with referral to WWETB/WAEGS. WAP Staff Member will engage with the SICAP Youth Unemployment Programme being developed in 2020/2021 through the delivery of niche or targeted projects to support their movement towards education and employment. Wap will work with Community groups to deliver education and lifelong learning workshops to provide additionality to existing provision and to support individuals on their education journey. • To support individuals to access PLC Courses through small grant allocations as per WAP/SICAP education grant policy. (110 individuals). • To provide a range of education supports to an agreed cohort of 18-24 year olds prioritised through the LCDC selected Youth Employment emerging need as a collaborative element of a pilot Youth Employment Initiative that will be planned with youth and training providers in the City & County. Design of the programme will take place in Q1 following a period of consultation with existing providers (RYS, WWETB etc) to ensure SICAP provides additionality and not duplication. (25) • To collaborate with Family Resource Centres, Barnardos (Dungarvan & West Waterford), Local Community Groups, UCASADH (Drug Rehabilitation Scheme/Ex-Offenders), Men's Sheds, and Goal 1 Local Community Groups, for the purpose of identifying barriers/gaps in the delivery of education and life long learning services, ensuring a flexible and bottom-up approach to supporting communities. This will be delivered using community development approaches and flexibility to respond locally to identified needs. • To deliver Lifelong Learning workshops in disadvantaged communities and provide one to one support to individuals who are most distant from education and employment including TUS and Local Training Initiatives. (142 individuals) • Wicker Work Numbers Targeted 10 City & County

	• Bicycle Repair Numbers Targeted 10 City & County • Horticulture Tool Safety Numbers Targeted 15 City & County • Confidence Building & Self Esteem Numbers Targeted 20 • Basic English Language Programmes to Asylum Seekers/New Communities for whom English is not their first language- Numbers Targeted 25
Timeframe for Delivery	2021
Primary Target Group	The Unemployed
Secondary Target Groups	People living in Disadvantaged Communities
Number of Individuals Engaged	227
Number of Community Groups Engaged	

Name of Action	Preventative Supports for Children and Young People (15-24)
Thematic Area	Preventative Supports for Children and Young People (15-24)
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 -It is anticipated that at least 800 young people will receive SICAP supports through this action Please note that any COVID-19 restrictions may impact on achieving this figure of 600.
KPI 2 - Target	Non Caseload
Description of Action	This action will focus on delivering a range of workshops and activities for disadvantaged young people, children and families living in a disadvantaged area with particular focus on the 9 unemployment blackspots across Waterford (CSO, 2016). Programmes under this action will also include Arts, IT, recreation & extra-curricular education supports, STEM workshops and Positive Mental Health activities for children and families from SICAP target groups.
Rationale of Action	CSO figures (2016) indicate that there are 4,237 under the age of 14 across Waterford city and county while 13% of the citizens have either no formal education or primary only. 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. Through relationships and collaborations with local stakeholders such as DEIS schools, CYPSC, Tusla, School Completion Programme & community partners, this action will aim reach out to 600 children and families (non-caseload).
Method of Delivery	Specific; all programmes carried out under this action are needs led, targeted and responsive to local and national issues. Measurable; Use of evaluations and reports, feedback from agencies and participation/engagement stats will allow the PI to measure the impact of service provision. Achievable; As well as traditional workshop provision, this action will cater for potential further COVID-19 restrictions through Zoom workshops, on-line learning and remote activities such as craft boxes, YouTube tutorials etc. Relevant; Interventions and programme provision are tailored to meet a demand for services evidenced through collaborations and participation on local structures such as CYPSC, PLICS and School Completion Programme. Timebound Quarter 1: 100 non caseload • Review of PLICS Network • Consultation with local stakeholders for responses to families and children living in a

	disadvantaged area. • Positive Mental Health and Art programmes for targeted young people through DEIS and community settings • Recreational outdoor programmes for young people (15-24) in unemployment black spots Quarter 2: 100 non caseload Positive Mental Health and Wellbeing workshops and activities Quarter 3: 100 non caseload Summer camps/recreation programmes for children with disabilities and young people living in a disadvantaged area. Quarter 4: 300 non caseload STEM, Art, Wellbeing and IT workshops.
Timeframe for Delivery	2021
Primary Target Group	Disadvantaged Children and Families
Secondary Target Groups	Disadvantaged Young People (aged 15 – 24)
Number of Individuals Engaged	Non Caseload
Number of Community Groups Engaged	

Name of Action	Employment Supports
Thematic Area	Preparing people for employment and to remain in work
Outcomes	253 LTU individuals experiencing multiple barriers to employment from disadvantaged and rural areas will receive training supports to develop their skills to enhance their ability to get back into employment. Specific actions will be tailored to meet the needs of Youth Unemployment, Substance Misuse, Roma and Travellers, Ongoing engagement and collaborations with local agencies and organisations will ensure appropriate responses to unemployed individuals based on needs analysis and the elimination of duplication.
KPI 2 - Target	253
Description of Action	This Action will prioritise supports to the nine unemployment blackspot areas of the city and county namely Larchville, Lisduggan, Ballybeg North, The Glen, Dungarvan Urban areas of Childer's & Shandon and rural Co Waterford for 2021. To reach unemployed people in these areas we will work with the DEASP who can target specific areas/groups/individuals by address. We will also reach out to people who engage with local Youth and Community structures. The primary target group is Unemployed Youth with the secondary target group being the Unemployed. In addition, particular focus will be on Substance Misusers, members of the Roma/Traveller community and those from Disadvantaged Areas. Specific: Employment supports will be targeted to Youth Unemployed and Unemployed people across Waterford city and county. Supports will also be identified by Substance Misuse and Roma/Traveller initiatives. Measurable: A Training Schedule will identify ca. 25 programmes to be run over the course of 2021 excluding the months of July and August. Appropriateness of these programmes can be measured by the take up of same. Achievable: Unfortunately after Covid 19 the rise in Youth Unemployment and the Unemployed highlights the need for appropriate supports to be in place to enable people to re-enter the job market. It is worth noting that Covid 19 could well impact on the delivery of supports particularly in early 2021. A pilot youth employment focused programme will be developed in collaboration with relevant stakeholders through Q1. Relevant: Supports will be delivered to enhance the prospects of accessing employment. Training will be delivered by physical attendance in addition to a virtual platform. Timebound: The Training Schedule will be developed by end of January 2021 and distributed as stated. As mentioned this could be impacted by Covid 19.
Rationale of Action	CSO Statistics 2016 data indicates that; while the percentage of those unemployed in Waterford has dropped it is still higher than the national average of 12%, that the number of unemployment blackspots in Waterford has risen from 6-9, that 13% of the total population

	have no formal or only Primary Level education, 18.6% having a third level qualification which is 6% lower than the national average. Key findings and issues in the ESRI Reports on SICAP is that 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%.
Method of Delivery	1. This action will feed into a new WAP SICAP programme which will deliver a series of programmes to engage young unemployed people. This programme is currently being developed and is expected to commence in January 2021. 2. Specific training will be allocated for those engaged in Substance Misuse and Roma/Traveller initiatives to enhance employment opportunities through identification of need with relevant services such as Ceim Eile and Ucasadh. Continue to attend Waterford/Wexford Roma Integration Steering Committee. 3. A Training Schedule 2021 will be developed with course descriptors and distributed to all agencies, youth and community groups etc so their clients may access pre-employment training as appropriate. 4. The Training Schedule will include such programmes as identified through working with city and county LES, DEASP, Tus/CE and youth and community groups thus ensuring programmes will be employment focused and not duplicating provision elsewhere. 5. Training will take place in both the city and the county in accessible venues to ensure Waterford wide participation. 6. A budget specifically for grants may be ring-fenced to ensure those unemployed in the city and county can undertake industry related training not provided under SICAP and likely to result in access to employment for the individual. 7. Those unemployed will be referred to other SICAP supports and external agencies to ensure ongoing progress where appropriate
Timeframe for Delivery	2021
Primary Target Group	Unemployed youth
Secondary Target Groups	The Unemployed
Number of Individuals Engaged	253
Number of Community Groups Engaged	

Name of Action	Business Supports
Thematic Area	Providing a pathway to self-employment
Outcomes	Individuals are supported into self-employment SICAP clients who have progressed into self-employment are supported to ensure the sustainability of their businesses
KPI 2 - Target	274
Description of Action	Deliver a range of business supports designed to the specific needs of individuals with regard to their position on a self-employment continuum, from pre-start up to business development. The work will include the delivery of one-to-one mentoring and training programmes to individuals, particularly long-term unemployed referred by the Department of Employment Affairs and Social Protection under the BTWEA/STEA, as well as a Young Social Entrepreneurs programme developed as a phase 1 element of a pilot programme in response to youth unemployment. As each individual's business idea is unique with its own particular requirements, the one-to-one mentoring sessions will allow the mentor to identify the specific needs of the client and customise the support as required. Supports will be provided to target groups including substance misusers in unemployment blackspots in both Waterford City and County. Number of referrals and mentoring appointments as well as participation of the training and workshops will measure the impact of the business supports. Due to COVID-19 restrictions business supports have moved to online via Zoom. Social Media will also be utilised to communicate with people and to engage with difficult to reach groups interested in starting their own business. Supports will be delivered to meet demand through collaborations and referrals from DEASP. Individuals from the target groups, including LTU individuals will have access to on-going support and will receive specific training and workshops (SYOB training workshops, bookkeeping courses, ROS workshops, Going Digital - Doing Business Online, Simplifying Finance, New Business Models and Design Tomorrow's Enterprises) to help them on their entrepreneurial journey. Becoming self-employed is a process that will take time, therefore individuals may engage at different points to mentoring support, training and workshops depending on their need to help them focus on key elements of business development.
Rationale of Action	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. The South East is the only region not meeting the Action Plan for Jobs target. Waterford accounted for more than one in nine of the 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.

	An assessment of why some individuals do not progress into self-employment by the business mentoring programme has established that common issues include; • Lack of adequate finances (especially for vital equipment such as transport; an inability to raise the necessary 20% finance to match DSP grant aid, or to fund prototype development) • The prohibitive cost of rent, rates and venue hire • The lack of key business skills by the target group especially marketing and time management • For those currently in receipt of a welfare payment the risk of losing secondary benefits such as a medical card is prohibitive • Lack of good language skills or literacy issues • Fear of failure and the potential to be worse off than before if the business fails This enterprise supports action delivers a range of services along a continuum of supports in recognition of the fact that enterprise/social enterprise development is not linear. Individuals and groups may engage at different points dependent on their need and re-engage 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
Method of Delivery	Business Planning and mentoring delivered to DEASP referred and self-referred clients (275 IBs) Training delivered to all IBs in Start Your Own Business Fundamentals Training delivered in Book-Keeping and Ros Services to those established business in 2020/21 Training delivered on digital business transformation for specific individuals requiring business pivot Training delivered on usage of apps for financial planning 1 x young social entrepreneurs programme delivered as part of the pilot youth unemployment prog Ongoing support regarding business development and management to referred clients. Collaboration with relevant agents in support of client base
Timeframe for Delivery	
Primary Target Group	People living in Disadvantaged Communities
Secondary Target Groups	
Number of Individuals Engaged	274
Number of Community Groups Engaged	