

Waterford Area Partnership 24-1

SICAP Action Plan 2022



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Government of Ireland



Goal 1 Annual Plan 2022

(2022) 1.1 Community Engagement

Description

Location

Waterford City & County disadvantaged areas and other areas as agreed with Waterford LCDC

Overview

COVID-19 has impacted on local community groups both positively and negatively. For many they have adapted their actions to meet local needs and address social isolation while for other groups they have not re-emerged due to loss of volunteers, age profile and public health guidelines. As agreed with Waterford LCDC, based on the national priorities outlined by the Dept. of Rural & Community Development, we will focus on the inclusion of New Communities, Older People and Long Term Unemployed. SICAP actions for 2022 have been written bearing this in mind.

Description

Goal 1 actions will be implemented by a team of Community Development Workers each with a specific geographical area (1. Dungarvan with Kilmacthomas and environs, 2. West Waterford rural communities 3. Inner City, Kilcohan with Tramore and Portlaoise and 4. Larchville, Lisduggan, Ballybeg and Ferrybank and environs). SICAP target groups within the geographical areas will be prioritised with a focus on New Communities, Older People and Long Term Unemployed.

Action 1.1 aims to strengthen inclusion, integration and participation of SICAP target groups in their communities. This will be achieved through

- a) LCG Annual Support Plan addresses social inclusion with actions aimed at strengthening community spirit and increase local knowledge and access to services.
- b) promotion of community events and activities organised by LCGs and other organisations including Positive Ageing Week, Waterford Sports Partnership and local libraries
- c) information and links to local service providers including Care n Repair, Local Employment Services, rural transport, family supports, mental health supports etc. and emerging initiatives such as Slaintecare Healthy Communities
- d) promotion of LCGs, awareness of key calendar events such as Traveller Pride Week, International Women's Day, Positive Ageing Week and
- e) promotion of volunteering to support community activities and enhance personal skills personal circumstances.
- f) WAP networking events in specific geographical areas (Dungarvan, Larchville & Lisduggan and Kilcohan/Sacred Heart) to create stronger links between local communities, service providers and state agencies.

Rationale

WAP, LCGs and other stakeholders will continue to collaborate in organising and promoting community activities, access to support services etc for those experiencing difficulties as they emerge from Covid-19. The learning gained locally and nationally will create initiatives aimed at addressing social isolation especially for those most vulnerable.

Recruitment of volunteers to support communities and community groups will be supported by Waterford Volunteer Centre. Volunteer models e.g. Community Volunteers Programme and Waterford Welcome Ambassadors strengthens social and civic participation, enhancing personal development and skills.

SICAP Community Stories Project in 2021 is a snapshot of LCGs supported over the past 2 years. The 30 LCG stories will create a promotional programme with each story promoted on a weekly basis during 2022.

Action 1.1 is underpinned and informed by local strategies including:

- Waterford LECP: Coherent Services to Communities has a key objective of strengthening Connections between Services and People which will be supported through networking events and dissemination of information
- SICAP themes of collaboration, equality and community development are enhanced through LCGs and stakeholder engagement and partnerships where local needs are identified and addressed
- Local and national strategies have identified goals including inclusion, civic participation, access to information and services etc. Key local strategies are Waterford Migrant Integration Strategy 2021-2024, Waterford Age Friendly Strategy 2017-2022, Traveller Interagency Group Strategy 2021-2024 and Healthy Waterford Strategy 2018-2021.

Implementation

Actions are informed by LCGs Annual Support Plans, staff knowledge and experience, stakeholder collaboration and responding to strategy objectives and include:

- Community needs identified through local (informal) needs analysis including Annual Support Plan process, identifying priority actions, funding required and community led planning
- Response to Covid-19 experiences and impact in local communities through community activities and information on supports and services in addressing social isolation and mental health & wellbeing
- LCGs supported to organise community events to strengthen community spirit and links with local services e.g. Health Days, Family events
- WAP Network 'Making the Link' model organised in Dungarvan, Larchville & Lisduggan and Kilcohan/Sacred Heart areas
- Mentoring and administration support by staff to community leaders and committees
- National priorities – agree actions with Older People's Council on engagement of older people and access to services e.g. WAP Care n Repair programme; actions with Waterford Migrant Integration Forum on community activities supporting inclusion; provide information to long term unemployed on available supports including SICAP Goal 2 training and education, Local Employment Services, volunteering and other programmes.
- Pre-development supports to new emerging groups
- Volunteer recruitment programmes supported by Waterford Volunteer Centre

Expected Outcomes

18 LCGs will be supported to achieve actions identified through their Annual Support Plans and will inform WAP supports and resources in responding meaningfully to community needs and enhance capacity of group leading to progression on SICAP Matrix. Outcomes identified:

- Local networking events will strengthen relationships between LCGs and relevant stakeholders in addressing social inclusion and promotion of services within local communities
- LCG knowledge of services and supports will be strengthened to promote within local communities
- Local communities and LCGs will be strengthened through volunteer recruitment
- Informal approaches by WAP staff e.g. coffee mornings and drop-in clinics will strengthen engagement within communities where there are emerging needs e.g. Carrickpherish and Kilmacthomas
- New emerging LCGs supported through pre-development approaches building skills, mentoring etc. This will support community leaders to build their confidence and skills, leading to progression to Stage 2.
- Promotion of LCG, their activities and impact within their communities will highlight the positive work happening within our local communities
- Inclusion of Older People, New Communities and Long Term Unemployed in community activities and access to supports and services
- Local plans and strategies including Waterford LECP will strengthen outcomes for the community of interest

Target Groups
People living in Disadvantaged Communities, Disadvantaged Children and Families
Sicap Outcome
G1 - 1:1 Needs of local communities and groups are identified, represented and integrated through local planning and service delivery.
G1-1:2 Local social inclusion and equality issues are addressed by LCGs
G1-1:4 A strengthened sense of community.
RAPID Area
(2) Dungarvan & Waterford

Collaborative Partners	Role
Local Community Groups	Participant
City/County Council (Waterford Local Authority)	Participant
HSE re Healthy Communities	Participant
Volunteer Centre (Waterford)	Participant

LECP Objectives
Coherent services to communities

(2022) 1.2 Group Empowerment & Progression

Description

Location

Waterford City & County disadvantaged areas and other areas as agreed with Waterford LCDC

Overview

COVID-19 has impacted on local community groups both positively and negatively. For many they have adapted their actions to meet local needs and address social isolation while for other groups they have not re-emerged due to loss of volunteers, age profile and public health guidelines. As agreed with Waterford LCDC, based on the national priorities outlined by the Dept. of Rural & Community Development, we will focus on the inclusion of New Communities, Older People and Long Term Unemployed. SICAP actions for 2022 have been written bearing this in mind.

Description

Goal 1 actions will be implemented by a team of Community Development Workers each with a specific geographical area (1. Dungarvan with Kilmacthomas and environs, 2. West Waterford rural communities 3. Inner City, Kilcohan with Tramore and Portlaw and 4. Larchville, Lisduggan, Ballybeg and Ferrybank and environs). SICAP target groups within the geographical areas will be prioritised with a focus on New Communities, Older People and Long Term Unemployed.

Action 1.2 aims to strengthen capacity and skills of LCGs through integration, inclusion and participation of SICAP target groups. This will be achieved through the development of Annual Support Plans and identified WAP supports such as

- a) Governance, administration, grant applications and event planning
- b) Identify and collaborate with relevant stakeholders to actively address local community needs
- c) Progression within SICAP Matrix will strengthen community development principles of empowerment, collective action, participation and developing initiatives and programmes to address equality and social inclusion
- d) Recruitment and management of volunteers
- e) Developmental supports to key LCGs supporting Older People and Migrants who have experienced additional challenges during Covid-19. In working with Waterford Older People's Council and Waterford Migrant Integration Forum WAP will identify key actions aimed at social isolation and mental health and wellbeing.
- f) Informal skills-based training strengthens community leaders and committees' skills and capacity in areas such as communication, collaborative practices, officer roles and governance compliance.
- g) SICAP grants support LCGs in progressing agreed actions with staff providing assistance in applying to additional funding e.g. Waterford City & County Council to support insurance, capital overheads, large scale projects etc.
- h) Larchville & Lisduggan Community Hub provides local supports in Waterford's two very disadvantaged electoral districts. This strengthens local links and collaborative approaches with Waterford City & County Council, local Family Resource Centres, community organisations, service providers etc.

Rationale

an analysis of the 65 LCGs supported by SICAP in 2020 identified

-  75% are totally voluntary based and rely on SICAP staff and resources for support with administration, governance, grant applications etc.
-  All are led by voluntary boards of Trustees/Committee members with 25% of groups having legal responsibilities for staff, finance, governance etc.

Impact of Covid-19 experienced by LCGS has been extremely challenging in managing the impact of Covid-19 on their members, volunteers and staff and in meeting their governance requirements. Many have lost volunteers and this will be critical in rebuilding their activities. Building skills and knowledge will empower LCGs in making collective decisions, organising activities and with WAP supports in meeting regulation requirements e.g. funding criteria and CRA Governance Code. WAP aims to support LCGs in progressing on the SICAP Matrix through the suite of supports provided through staff and resources.

Larchville & Lisduggan Community Hub in collaboration with BRILL Family Resource Centre and Waterford City & County Council will strengthen supports and services within very disadvantaged areas. Through collaboration of all stakeholders' local needs will be addressed through additional services and programmes.

Dungarvan SICAP Outreach Office provides a base for our 2 Community Development Workers to reach local communities in Dungarvan and West Waterford.

Implementation

- Annual Support Plan process identifies developmental supports to strengthen capacity and skills
- Mentoring for community leaders and committees with administrative supports
- Access to grants including SICAP grants will 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 (2 fulltime Community Development Workers now in place)
- LCGs supporting older people including Older People's Council will be supported to achieve their actions
- LCGs supporting migrant community groups will engage with and strengthen development of Waterford Migrant Integration Forum
- Shared learning opportunities through seminars, workshops etc. based on community development practices
- SICAP Community Development Matrix model developed to determine stages of progression in line with Community Development principles and practices informed by policy

Expected Outcomes

55 LCGs supported to achieve actions identified through their Annual Support Plans and will inform WAP supports and resources in responding meaningfully to community needs and enhance capacity of group leading to progression on SICAP Matrix. Outcomes identified:

- Developmental needs on governance, funding, training etc. identified and actions agreed
- Identifying local needs post-Covid and relevant responses and actions
- Larchville & Lisduggan Community Hub as a collaborative facility with Waterford City & County Council and BRILL FRC will promote access to services through drop in coffee mornings and information clinics.
- 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 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 and engagement with actions
- Older People are supported by LCGs including Older People's Council through agreed actions
- Peer learning networks will enhance local knowledge and expertise on community development practices through engagement of community development practitioners and local community groups

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 actions through empowerment, collective action and participation with equality and social inclusion

Target Groups

People living in Disadvantaged Communities,

Sicap Outcome

G1 - 1:2 Local social inclusion and equality issues are addressed by local community groups.

G1 - 1:3 There is increased participation in social, cultural and civic activities among SICAP target groups due to the support of community groups.

G1 - 2:2 Local community groups have a greater capacity to address the social inclusion needs of the communities they serve or represent.

RAPID Area

(2) Dungarvan & Waterford

Collaborative Partners	Role
Local Community Groups	Participant
City/County Council (Waterford Local Authority)	Participant
HSE re Healthy Communities	Participant
Volunteer Centre (Waterford)	Participant
Libraries	Participant

LECP Objectives

Coherent Services to communities

(2022)1.3 Social and Community Enterprise.

KPI 4 LCGs	Non-Salary Costs		Total Costs
	Goal 1	Goal 2	
	€1,000	€0	€5,000

Location

Waterford City and County with a focus on geographical areas of disadvantage

Description.

SICAP will continue its work to build a social enterprise eco-system locally by responding to the policy objectives in the National Social Enterprise Policy for Ireland and collaborating with relevant local, national and European partners. The action will assist existing and emerging social enterprises to develop their trading objectives within a social economy framework that focuses on social, economic and environmental impacts.

Key Actions

- Building Awareness of the Social Enterprise Model
- Supporting Training and Mentoring
- Networking for sectoral development and peer learning
- Cross goal support with 2.5 Self Employment (including social entrepreneurship)

Rationale

The roll out of the National Policy has led to an increased awareness of the social enterprise model and potential impacts by state agencies and some community groups, however our experience would suggest that there is still a lack of clarity at community level regarding what constitutes a social enterprise. In addition, national funding streams that have been channelled through LCDCs and LDCs have led to an increase in funding for training and mentoring of social enterprise. WAP/SICAP local relationships with business organisations (WLEO & SEBIC) have also led to opportunities for business focused training and mentoring.

Direct work with existing and emerging social enterprises, however, has continued to reveal that there are 2 fundamental gaps in support; the lack of employment potential within social enterprises to manage and scale up their trading capacity and so support sustainability, and the lack of joined up policy alignment between agencies and departments, eg Enterprise Ireland funding for Trading Online. WAP/SICAP will continue our work to build networks and peer learning to engage in policy exploration with all relevant stakeholders.

Implementation

- The online delivery of 4 Social Enterprise Fundamentals Workshops focused on the key elements of the business model, an outline of local and national funding streams and the experience of existing social enterprises in the LOT area. Focused on LCGs in disadvantaged areas and/or working with specific target groups (LTU, New Communities, Travellers etc.)
- A review and strengthening of Waterford Social Enterprise Network. Covid had a significant impact on the operation of LCGs and S/Es during 2020/2021, and engagement in networking was problematic for some long-standing members of WSEN. It is intended that work to review and re-focus the network objectives will take place in Q2 2022.
- Supporting LCGs and existing and emerging Social Enterprises to access relevant training and mentoring by working with a range of stakeholders. In 2021 WAP/SICAP was a collaborative partner in 2 S/E training and mentoring consortia funded through DRCD Covid Regeneration Fund for S/E. This has led to access to

Strategic Planning and Governance and Digital Innovation training & mentoring for social enterprises in Waterford. 4 Waterford S/Es are engaged with the former and 10 with the latter. This training will continue into the Q1 2022 and the potential for additional mentoring has been obtained by WAP/SICAP with SEBIC.

- Maintenance of links with local, national and European networks to support sustainable sectoral development and policy alignment and to assist LCGs and S/Es to engage in information fora. In 2021 WAP/SICAP continued its work with Waterford EU Direct, WIT and Social Economy Europe to explore the theme of Social Enterprise Ecosystems and the development of the online Social Business Model Canvas tool. <https://bit.ly/3wtEwQY>. The launch of the European Plan for the Social Economy and Social Enterprise (Q4 2021) will also inform our work and avenues to European funding to support Waterford Social Enterprise.
- Exploration of the potential for Care and Repair to develop as a social enterprise
- Engagement with Goal 2 to explore the potential for a Young Social Entrepreneurs Workshop in collaboration with youth groups (action postponed in 2021).

Response to Covid 19

Workshops, events, mentoring and networking will move fully online if Covid restrictions are re-imposed.

Expected Outcomes

- Increased awareness by Waterford LCGs of the fundamentals of social enterprise to support those considering the development of a trading imperative
- Increased support for social enterprise capacity building and sustainability
- Increased engagement by Waterford social enterprises and LCGs in networks and policy developments locally, nationally and Europe wide
- Ongoing stakeholder engagement in a local social enterprise ecosystem.

Target Groups supported through this action are:

- LCGs operating in a disadvantaged area
- Existing social enterprise
- LCGs working with SICAP target groups

Specific Responses to LCDC Priority Groups; Social Enterprise Fundamentals Workshops targeted at individuals and LCGs working with the target groups including Older People, Migrant Communities and Long Term Unemployed. Access to training and mentoring supports for progression. Engagement with WSEN and other networking and training consortia potentials.

Target Groups

People living in Disadvantaged Communities

SICAP Outcome

G1-5:1 Contribute to a social enterprise sector locally and support social enterprises contributing to achieving SICAP outcomes.

G1-5:2 Social enterprises supported by SICAP are stronger and more able to contribute to local economic and community development.

G1-5:3 Social enterprises supported by SICAP provide training, volunteering and employment opportunities for SICAP target groups.

RAPID Area
(2) Dungarvan and Waterford City

Collaborative Partners	Role

LECP Objectives
Reference to LECP Objectives (check with plan @waterford council)
Objective 2.3 Support Social Enterprise

(2022) 1.4 Participation in Collaborations and Decision-Making Structures

KPI: 6 LCGs	Non-Salary Costs		Total Costs
	Goal 1	Goal 2	
	€ 15,000	€0	€

Description**Location**

Waterford City & County disadvantaged areas and other areas as agreed with Waterford LCDC

Overview

Through participation on collaborative and decision-making structures LCGs are actively engaged in delivering on local initiatives in response to identified community needs and strategic outcomes. LCGs engage with local action groups, Waterford Public Participation Network, issue-based structures etc. to provide invaluable knowledge and strengthen community voice.

SICAP staff participate on local, regional and national structures to inform actions, strategic objectives and policy which positively impacts on SICAP target groups.

Description

Action 1.4 aims to strengthen capacity and skills of LCGs through integration, inclusion and participation of SICAP target groups on relevant decision-making structures. This will be achieved through:

- a) LCGs identifying in Annual Support Plans relevant structures and collaborations to achieve their goals and actions
- b) Local action groups are strengthened through collaboration of LCGs and other stakeholders in addressing identified needs of community of interest
- c) LCGs actively engage in development of local strategies especially Waterford LECP process in 2022 and Waterford Age Friendly Strategy
- d) SICAP staff participate and/or lead in local structures based on collaborative approaches and best model practice in addressing equality and social inclusion
 1. SICAP actively engages with implementation of local strategies including Waterford Migrant Integration Strategy 2021-2024, Traveller Interagency Group Strategy 2021-2024, Waterford Age Friendly Strategy 2018-2022
 2. SICAP actively engages in development of national policy development
 3. SICAP to organise local networking events to support collaboration between community groups and other stakeholders – linked with Action 1.1

Rationale

LCG participation on relevant structures is critical to local structures based on best practice of consultation and engagement. WAP supports community representatives and leaders to engage providing mentoring and guidance to enhance knowledge and participation in the progression and implementation of local and national strategies. Waterford LCDC has led on the Migrant Integration Strategy bringing relevant stakeholders including representatives of Waterford PPN and Waterford Migrant Integration Forum together in the development and implementation of the local strategy. Meetings and discussions were adapted to support participation and this model is replicated across a number of the strategies focussed on SICAP target groups and areas.

Local community action groups (Ballybeg, Tallow, Cappoquin & Ferrybank) are very proactive in linking with relevant stakeholders especially Waterford City & County Council in achieving positive outcomes and WAP staff will continue to provide administrative and developmental support to these structures

WAP participation on collaborative structures strengthens and focusses our resources on achieving strategic objectives and we have developed a strong model with Waterford Traveller CDP in young adults participating on our education and training courses. This model is being reviewed as it progresses and will inform WAP in responding to other target group needs in 2022.

Implementation

- LCGs identify relevant structures to participate on through their Annual Support Plans which builds their capacity to address local community needs
- WAP staff actively participates on local collaborative structures including Healthy Waterford Committee; Traveller Interagency Group; West Waterford Family Support Network; Healthy Communities Local Implementation Team; Roma Interagency Group; Waterford Sports Partnership and ILDN networks
- WAP will organise networking events in, based on the Making the Link model in Larchville & Lisduggan, Dungarvan, Carrickpherish and Kilcohan/Sacred Heart areas to support collaborative actions – linked with Action 1.1.
- In response to agreed local priorities WAP will strengthen its actions with Older People through Waterford Age Friendly Alliance and supporting local communities to engage with the development of the new strategic plan
- In response to agreed local priorities WAP will strengthen its actions with New Communities through the implementation of the Waterford LCDC Migrant Integration Strategy 2021-2024

Expected Outcomes

- 6 LCGs will identify and actively participate on local decision-making structures addressing inclusion and integration. The implementation of strategic outcomes will be informed and strengthened through community engagement and the capacity of the LCG increases to support progression on the SICAP Matrix.
- WAP staff in participating and/or leading on structures will identify key actions to prioritise in achieving strategic outcomes for SICAP target groups
- Waterford LECP process will be strengthened through participation of LCGs and staff will support community leaders through mentoring and collation of relevant information
- Through strategic and collaborative approaches WAP actions are effectively achieved in response to needs of SICAP target groups

Target Groups

People living in Disadvantaged Communities,

SICAP Outcome

G1-4:1 LCGs work with local service providers to develop and implement initiatives addressing social exclusion and inequality.

G1-4:2 Collaboration and co-operation between relevant stakeholders in addressing social exclusion and inequality is increased.

RAPID Area

(2) Dungarvan & Waterford

Collaborative Partners	Role
Local Community Groups	Participant
City/County Council (Waterford Local Authority)	Lead
HSE re Healthy Communities	Participant
Volunteer Centre (Waterford)	Participant
Libraries	Participant

Barnardos	Lead
Childcare Committee	Participant
TUSLA	Participant

LECP Objectives
Coherent Services to communities

Goal 2 Action Plan 2022

Location

Waterford City & County with a concentration on areas of disadvantage across the LOT area, specifically; Larchville & Lisduggan, the Inner City, Ferrybank, Ballybeg, Kilcohan, St. Herblain, Dungarvan Urban areas and rural County Waterford. Addition focus will also be given to those living in disadvantaged pockets in more affluent areas as well as individuals living in non-disadvantaged areas that meet the SICAP target group requirements including the priority target groups agreed by the LCDC

Outcome Measurement

Outcomes will be measured against the following:

- Targets
- Evidence of targeting supports to emerging needs target groups
- Programme participation
- Feedback from participants from call backs
- Testimonials
- Course and programme evaluations
- IB progressions on Personal Action Plans

2.1 Personal Development & Well Being Supports

Description

This action will deliver interventions, programmes and workshops that aim to support and improve mental health and wellbeing across SICAP target groups and disadvantaged communities. Groups including Lone Parents, New Communities, People with Disabilities, Older People and The Unemployed will be offered yoga, creative arts, positive mental health and confidence building programmes as well as social networking events as a response to social and rural isolation aggravated by the impact of COVID 19. Collaborations with relevant stakeholders such as WWETB, Focus Ireland, Respond Housing and local FRCs to compliment service provision will continue and expand in 2022 based on current and emerging needs within the locality.

Rationale

Disability & Mental Health; 14% (16, 675) of the population of Waterford have at least one disability with 3158 of these have mental health issues. 18% of people with disabilities live in social housing compared to 12% of the general population (DisabilityFederation.ie).

Homelessness/Housing; Waterford currently has 1094 on the social housing waiting list while 66 people are classified as homeless (FocusIreland.ie).

Lone Parents; There are 5975 one parent households across Waterford which makes up 28% of all households in Waterford (onefamily.ie).

2.1 actions are focused on those individuals that continue to be distanced from mainstream education and employment opportunities due to a wide range of socio-economic factors. Our experience would indicate that Covid 19 has compounded these factors and created further isolation, distance, and restrictions on engagement in social and work life for some people. WAP/SICAP will continue to work with local groups, statutory agencies, and individuals to provide low-threshold, quality of life and community-based enhancement opportunities to support these individual's engagement in activities. Where possible we will support this engagement through technology, although challenges remain in digital connectivity in more rural areas. The primary aim of this action is to improve the quality of life of targeted individuals with the understanding that not everyone will progress into education and employment supports but may require referral to other services or steps to connect with mainstream service provision or active citizenship.

Implementation

1. To provide drama, crafts, yoga, therapeutic gardening and positive mental health programmes for disability groups, young adults with mental health issues, those affected/at risk of homelessness and people with acquired brain injuries. **Emerging Needs targeted: The Long-term Unemployed-5 programmes /60 IBs**
2. To work with New Communities in partnership with HSE Community Health Worker and Direct Provision Centres to engage Refugees, Roma and International Protection Applicants in personal development & and wellbeing programmes. **Emerging Needs targeted: New Communities-3 programmes/30 IBs**
3. To target older people and those experiencing social and rural isolation in craft, art and fitness programmes and social networking events including International Women's Day across Waterford city & county. **Emerging Needs included: Older People-6 programmes /58 IBs**
4. To work in collaboration with local Home School Liaison Offers from DEIS schools and to provide positive mental health, parenting and wellbeing programmes for parents within local unemployment blackspots across disadvantaged communities. **Target Groups: People living in a disadvantaged area-5 programmes /40 IBs**
5. To collaborate with the whole WAP/SICAP team on the delivery of 4 information workshops (Carrickferish, Larchville & Lisduggan, Kilcohan & Dungarvan) to provide awareness on programmes and services delivered across Waterford City & County.

SICAP Outcomes

G2 - 1:1 SICAP clients have improved personal skills, wellbeing, and capabilities.

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

2.2 Education & Lifelong Learning Supports

Description.

WAP/SICAP will provide information and support to individuals from target areas and groups to access further & higher education, and community education opportunities. Students will be assessed for SICAP financial support through an eligibility process. Eligible individuals that apply for a PLC place and are accepted onto the course of their choice will be offered a pre-PLC course to introduce them to the further education process and how to study effectively.

WAP/SICAP will work with other providers and agencies to promote and provide information on further and higher education opportunities as well as community education and non-accredited lifelong learning opportunities that will support their (re)introduction to learning. Referral to career guidance and CV/interview skills (2.4) will support their progression towards achieving their personal goals.

WAP/SICAP will also continue to provide taster/engagement courses in areas that have proved popular in 2021 such as the enso photography workshop programme and the Driving Ambitions programme with information pathways to further study in the specific area or to engage with other SICAP progressions.

Ongoing collaboration with relevant community & statutory providers and the Goal 1 team will identify gaps in services on a regular basis and build responses to identified need so ensuring a responsive, flexible, and bottom-up approach to supporting individuals.

Rationale

Waterford City & County has 1,279 people with no formal education, 8,615 with primary school education only and 12,680 lower secondary education only. Transfer percentage to 3rd level was 18.6% for Waterford overall. This is low in comparison to the National average of 40%. Figures from the Central Statistics Office (CSO 2017) indicate a link between educational attainment and unemployment. As educational attainment increases, the rate of unemployment decreases. WAP/SICAP will provide a range of supports to engage those most distant from the labour market and from specific target groups to access information on education supports, PLC courses and community education opportunities based on individual Personal Action Plan goals.

There are 11,169 people, in Waterford City and County, who have a nationality other than Irish. These represent 9.6% of the total resident population. The census data, for Waterford, reveal that among those for whom English or Irish is not their mother tongue, 15% do not speak English 'well' or 'at all'. This is significant in economic terms, as, in Ireland, persons who do not speak English 'at all' are 2.5 times more likely to be 'out of the workforce' than are persons who can speak at least some English. Lack of competency in English also detrimentally affects members of New Communities in accessing public services and participation in civic and social life (Waterford Migrant Integration Strategy, 2021-2024).

Education and Lifelong Learning opportunities will be provided to target groups to complement and provide a progression from 2.1 Personal Development programmes for all target groups. Specific responses regarding additionality in English Language provision and digital access will be developed with community and statutory providers and based on needs identified by organisations such as the Migrant Integration Forum and the Mukisa Programme. WAP/SICAP have direct links with the four Direct Provision Centres in Waterford City and County, with approximately 400 residents. The needs of

the residents are complex and WAP/SICAP aims to be responsive to them and work with others to provide support for their integration.

Implementation

1. PLC Access; Individuals will be supported to access PLC Courses via small grant allocations (travel, book loan and registration fee assistance) and access to the delivery of a WAP/SICAP pre-PLC study course in collaboration with WCFE and Dungarvan College. *Total Grants Ed 2021 102. Book Loan 7. Travel 6. WAP/SICAP pre college workshop attendance 2021 City 12/County 25* **All Target Groups including Emerging Needs**
2. Information provision/publicity on further and higher education opportunities and supports to target groups as individuals or through community providers such as the Mukisa Programme and in collaboration with relevant statutory services. *Referral to WAECS in 2021 25.* **All Target Groups including Emerging Needs**
3. Delivery of Lifelong Learning programmes/workshops to target groups based on identified need and in collaboration with Local Community/Youth/Voluntary Groups, Family Resource Centres, Barnardo's, Men/Women's Sheds, disability groups, WWETB, CE, TUS, WCLES and the Goal 1 team. Promotion of all programmes will include a focus on the LCDC priority groups. This action will continue to build on engagement strategies with WTCDP and Disability Groups and will identify progression routes to further education or referral to training/career pathways for those that completed these programmes in 2021. *Enso (photography, art design), Driving Ambitions, Four Stroke Engine Repair, Horticulture Tool Safety, Paediatric First Aid, Beauty Taster.* **All Target Groups including Emerging Needs**
4. Engagement with relevant groups supporting new communities to identify gaps in provision for a range of English language supports including work with the G1 team, the Mukisa Programme and the Migrant Integration Forum to pilot innovation in community-based delivery. SICAP information leaflets will be translated into several languages to promote awareness of programmes. In addition, WAP will support the piloting of a short conversational English Language programme with the Home School Liaison Teacher in Mount Sion to build the skill and confidence of parents. **New Communities**
5. An exploration of the potential for the delivery of/support for digital skills programmes to LCDC priority target groups and isolated individuals in collaboration with other networks and providers. **Disadvantaged Rural Areas + Older People**
6. Engagement with the full SICAP team to deliver 4 information events in Waterford City & County to promote SICAP services (Carrickferish, Kilcohan, Larchville & Lisduggan, Dungarvan)

SICAP Outcome G2 2.2

G2 – 2:1 SICAP clients receive information about opportunities for lifelong learning.

G2 - 2:2 SICAP clients participate in lifelong learning.

G2 - 2:3 SICAP clients achieve higher levels of qualifications as a result of participating in lifelong learning.

2.3 Preventative Supports to Children & Families

Description

In 2022 this action will respond to the needs of local children and families through a variety of programmes such as wellbeing workshops, early school leaving & literacy initiatives, recreation, and cultural events. SICAP will continue to work closely with stakeholders such as Direct Provision Centres, Waterford Institute of Technology, Home School Liaison Officers, WWETB, Family Support agencies, Focus Ireland, and Respond Housing to deliver effective interventions. Target groups such as Disadvantaged Children & Families, New Communities, Lone Parents, and People with Disabilities will be prioritised.

Rationale

Within the unemployment black spots in Waterford, Census 2016 indicated that unemployment levels were more than double the national average. Single parent households are also higher than national average. Furthermore, early school leaving is a persistent problem with only 23.9% of people having attained second level education whilst progression to third level is only 5.9% despite a third level institution in close proximity (CSO, 2016).

Anecdotal evidence from local DEIS staff indicates that literacy levels and mental health and wellbeing have been seriously compromised due to COVID 19 which highlights a demand for literacy promotion and resilience workshops within schools.

Implementation

1. DEIS Schools-Literacy actions such as cross-school book clubs and positive mental health workshops and resilience programmes for young people in through PLICS Network (Promoting Literacies in Communities & Schools), Library Service and HSLOs.

Target Groups: Disadvantaged Children & Families, New Communities

2. Family support programmes through art and craft activities in partnership with Focus Ireland, FRCs, Respond Housing and New Communities

Target Groups: Lone Parents & New Communities

3. Summer Camp Access Programme for Children with Disabilities to access mainstream summer camps in partnership with Waterford Sports Partnership and local camp providers.

Target Groups: People with Disabilities

4. STEM activities in partnership with WIT targeting DEIS schools, disability services, FRCs, Housing agencies, direct provision centres.

Target Groups: Disadvantaged Children & Families, New Communities

5. Cross Goal Collaboration with Goal 1 to work with children and families through LGGs delivering family fun days and other potential initiatives as the needs arise.

Target Groups: Disadvantaged Children & Families

SICAP Outcomes

G2 - 3:1 Local communities and statutory stakeholders develop holistic approaches to address early school leaving.

G2 - 3:2 Children and their families are supported in education and personal development.

G2 - 3:3 Young people at risk of early school leaving remain within the education system.

2.4 Employment Training Supports

Description

WAP/SICAP will work with community & youth groups, in particular those engaged with new communities and older people, statutory providers, WCLES, TUS, CE and the SICAP Goal 1 team, business groups and the DEASP to deliver a range of individual and group based training supports that respond to the identified needs of SICAP target groups, specifically those most distant from the labour market. The objective of these supports is to assist individuals to develop employability skills, undertake industry certified training and increase their opportunities to access quality employment to support their social and economic progression and participation in civic society. Where possible, SICAP will respond to skills gaps that have become evident during the Covid 19 pandemic to assist in the provision of routes to employment. In addition WAP/SICAP will provide information on new opportunities for training, apprenticeships and referral to other agencies for complimentary support, training and access to employment opportunities. A key focus of our work will be to provide employability supports to those progressing from other SICAP actions.

Covid requirements and lock downs have significantly impacted the numbers that can be engaged in face-to-face training supports and access to adequate facilities. It is anticipated that this may continue in 2022.

Rationale

The unemployment rate in Waterford City Centre, based on the Principal Economic Status (PES) basis is 30.5%, significantly higher than the national average of 19% (CSO 2017). Waterford City and County had 9 unemployment black spots with average unemployment at 31.5% and an unemployment rate of 15.4% in the County (CSO 2016).

Ireland has a higher-than-average rate of long-term unemployment for those aged 55 - 64 years. Older people have seen real increases in long term unemployment and involuntary part time work in the last decade. CSO data shows that 14% of over 65s and 46% of 55 - 64-year-olds have had their employment affected by COVID-19. (Age Action 2021).

This action will prioritise the long term unemployed, young unemployed, the underemployed, those aged 50+ and priority groups that, due to socio economic factors, are the most distant from the labour market; new communities, people with disabilities, Roma and members of the Traveller community. Being cognisant of rural distance from training facilities and lack of digital infrastructure all attempts will be made to enable participation online for employment supports, particularly supports aimed at employability skills and progression supports. This action will build on WAP/SICAP personal development and education/lifelong learning supports as well as providing financial supports for individuals to access specific industry related supports that may lead to an immediate job offer. The action will also prioritise supports to access new and emerging state supports to fill skills gaps in the workforce.

Implementation

1. A Training Schedule for the year will be developed based on discussions with and needs identified through working with community and voluntary providers, state services and business groups. A particular focus will be on the promotion of the schedule to those supporting new communities and 50+ age groups. There will be ca. 25 - 30 programmes offered based on entry level required training for specific sectors; Safe Pass, HACCP Food Safety, Barista, Customer Service and Manual Handling. Additional training relating to emerging skills gaps will be added during the year. **All Target Groups including Emerging Needs.**

2. CV & Interview Skills programmes including online job search and applications with a focus on the individual and how they approach the employment market. WAP/SICAP will work closely with Tus Supervisors and WCLES in this delivery to include all clients. **All Target Groups including Emerging Needs.**
3. Discussions are taking place in 2021 with Rehabcare to develop a specific employability programme for young people with a mild learning disability. **Young Unemployed**
4. The identification and development of specific responses to the employment needs of new communities in consultation with the Migrant Integration Forum, the Mukisa Programme, the Goal 1 team and Migrant Reception Centres. This action will seek to promote English language access for employability in specific industries. **New Communities**
5. The delivery of a grant aid programme for individuals to undertake industry related training not provided under SICAP and likely to result in access to employment for the individual. **All Target Groups**
6. Collaborative work with Skillsnet and Renew to support City & Guilds programmes delivered in the city and county; small engine repair, bike & mobility vehicle repair. **All Target Groups**
7. Supports to those in recovery from substance misuse and Roma/Traveller individuals will continue in 2022 based on the needs identified by those groups. This will include specific supports to progress 17 men from the Traveller community engaged in Safe Pass & Manual Handling training in 2021 including the potential to offer additional employability skills training, progression supports and CV/Interview Skills. **Individuals in recovery and members of the Roma & Traveller Communities**
8. The promotion of SICAP supports to employer bodies and networks.
9. This action will work closely with 2.1 Personal Development and 2.2 Education & Lifelong Learning to support the progression of those individuals that engaged with SICAP in 2021 to identify career progressions based on follow up work with individuals and achievement of their Personal Action Plan Goals. **All Target Groups**
10. Engagement with full SICAP team to deliver 4 information events in Waterford City & County to promote SICAP services (Carrickferish, Kilcohan, Larchville & Lisduggan, Dungarvan)

SICAP Outcomes

G2 - 4:1 SICAP clients are better prepared to enter the labour market.

G2 - 4:3 Local employers are supported to have a more inclusive approach to recruitment

G2 - 5:1 SICAP clients, the unemployed and those on low incomes, move into more sustainable and better-quality employment.

2.5 Self Employment Supports (including social entrepreneurship)

Description

This action will encourage and promote the development of micro businesses in the catchment area by encouraging unemployed individuals to consider self-employment and by providing a range of appropriate supports to those interested in pursuing this option. WAP/SICAP's experienced Enterprise Team will also work closely with Case Officers in the local DEASP offices in identifying individuals with the necessary skills and aptitude for self-employment. In addition, information workshops will be delivered to those most distant from the labour market to create an awareness of self-employment options and will harness peer awareness and case studies through ongoing engagement with the Waterford Micro Business Network.

Enterprise staff will work in collaboration with other stakeholders i.e. the Department of Employment Affairs and Social Protection (DEASP), Waterford Local Enterprise Office and Waterford Chamber of Commerce to deliver actions which promote social inclusion and address emerging needs, help clients to develop their business ideas and create an awareness of entrepreneurship opportunities in Waterford.

Rationale

Long-term unemployment can wreak havoc on a person's sense of self-worth and well-being but working for yourself can be a way of creating employment and can very rewarding. Being self-employed means people can do something that interests them, or that they are passionate about, and they can choose their own hours and work around commitments, such as their children or caring for relatives.

Becoming self-employed is a process that will take time so individuals will need mentoring support, training and workshops depending on their need to help them develop the skills to successfully establish and run a business. The needs of clients will be central in the delivery of programmes across these services.

All training will be delivered face-to-face or online depending on re-emerging Covid restrictions.

Implementation

1. WAP/SICAP will hold deliver a number of events to include speakers from the Back to Work Enterprise Allowance (BTWEA) Scheme and a show and tell of products and services from clients who have availed of the scheme and are now running businesses. This will be undertaken in collaboration with the whole WAP/SICAP team to promote SICAP programmes and services in 4 key areas (Carrickferish, Larchville & Lisduggan, Kilcohan and Dungarvan) **All**

Target Groups

2. First Steps Business Fundamentals Workshop delivery in collaboration with LCGs and agencies supporting those most distant from the labour market and those who may currently find it difficult to access employment; young

unemployed, new communities, older people, LTU. The aim of these workshops will be to create an awareness of enterprise support services and the basics of entrepreneurship. **All Target Groups and Emerging Needs**

3. The BTWEA will be the cornerstone of WAP's enterprise support service and will provide essential financial support to clients during the vital first two years of running their own enterprises. Where required members of WAP's experienced Mentors will help clients in developing their business plans and applications for this scheme. Ongoing support will be provided to clients who become self-employed during their first two years in business.

LTU

4. The delivery of specially tailored courses providing a comprehensive introduction to self-employment will be run throughout the year. Courses will consist of a Start Your Own Business workshop which is mandatory to be approved for the BTWEA. This course will cover all the basic legal, financial and marketing information required by an individual becoming self-employed for the first time. **LTU**

5. The delivery of financial training workshops;

- a. Bookkeeping training workshops will be provided for all clients who have become self-employed as will ROS workshops, which will show clients how to do their own tax return.
- b. Financial Tools for the Self-employed, a workshop that provides clients with information on free apps that can be used for keeping track of the finances of the business will also be delivered throughout the year.

LTU

- c. End of Year Accounts, which is a course that will help clients prepare their accounts so that they have the figures prior to them completing the ROS workshop. This will be a follow-on course from the bookkeeping course and will ensure that the client have the figures that are required to complete Form 11. This course will be delivered over three weeks, the first two for group sessions and the third for dealing with individuals draft accounts and queries on a one-to-one basis. The course sits between the Bookkeeping for Self Employed course (for people who have started trading) and the ROS workshop (for those that have completed their End of Year Accounts and need to know how to extract and submit the relevant figures through ROS). **LTU**

6. The delivery of a Sales and Marketing Techniques programme (to include information on using Social Media and Canva for creating promotional material). **LTU.**
7. Support to the Waterford Micro Business Network will be re-invigorated and harnessed to provide peer learning to emerging entrepreneurs and those considering self-employment as an option. Events will focus on; sales, marketing, employment law, and GDPR legislation.
8. Support to Social Enterprise & Social Entrepreneurs will be undertaken in collaboration with G1.3 and will consist of training and mentoring supports that reflect those delivered to market based entrepreneurs.

SICAP Outcomes

G2 - 6:1 Individuals are supported into self-employment (including social entrepreneurship).

G2 - 6:2 SICAP clients who have progressed into self-employment (including social entrepreneurship) are supported to ensure the sustainability of their businesses.