

3a SICAP Goal 1 Actions

Action 1.1	Inclusive Communities	KPI - 14 (LCGs & SEs)
Location:	Waterford City & County local communities experiencing disadvantage	
Timeframe:	January – review of SICAP Requirements, Pobal Registration forms and collation of information to support registration process. February to April – registration of LCGs and SEs through individual meetings. April to December – progression of Community Action Plans, developmental supports and SICAP events including National Social Inclusion week.	

Description: To work with LCGs and SEs in strengthening engagement and outreach to SICAP target groups and Thematic Focus Groups in building more inclusive communities through:

- Support LCGs and SEs to strengthen their awareness of social inclusion including barriers to participation and developing creative approaches to engage with and include those most vulnerable in their activities.
- Creating an awareness and understanding of how LCGs and SEs current work is directly or indirectly addressing issues and inclusion of SICAP target groups within their local community, recognising the different attributes of urban and rural communities.
- Pre-development support provided to emerging LCGs and SEs whose primary objective is to progress identified needs by SICAP target groups.
- SICAP events organised in local communities will create opportunities to engage with individuals who are experiencing isolation especially in rural communities, encourage participation in local activities and links to existing services, promote volunteering and climate awareness within their communities and build local connectivity.
- National Social Inclusion Week events to create opportunities for all stakeholders to promote existing work, raising awareness and knowledge of social inclusion, community development, human rights and equality.

SICAP Objective: Support communities and target groups to identify and address their needs.

SICAP Outcomes: Local areas/communities have built their collective capacity to identify and address their needs; New Local Community Groups, Social Enterprises & Networks are formed

SDGs #3 Good Health & Wellbeing; **#11** Sustainable Cities and Communities

Priority Target Groups: People living in Disadvantaged Communities and People with Disabilities

Target Groups: Refugees and Heads of One-parent Families

Thematic Focus Groups: Older people in isolation, Refugee & Migrant rights and integration and Gender

Rationale

Waterford Area Partnership SICAP programme has, since 2015, developed strong community links with approx. 140 LCGs and SEs in addressing local grassroot responses to social inclusion. The groups outlined are based on the Lot Profile and our local knowledge of existing work by lead organisations, service providers and agencies. In early 2024 we will actively consult with community organisations and service providers who have a lead role with Addiction, Homelessness, Climate Justice, LGBTQI+ and Youth to identify collaborative approaches and gaps in services aligned with SICAP Framework. This will ensure no duplication of services and strengthen alliances and collaboration.

In SICAP providing resources and recognising their work within their communities of interest, LCGs and SEs have and continue to strengthen their activities and this was very evident during Covid-19 and the Ukrainian community responses. Their knowledge and local links created practical and personal activities which led to many feeling connected to their communities at a very stressful time (Covid-19) and in building integration with refugees through social activities within communities they were located in as many were rural areas.

Volunteering is the bedrock of LCGs and SEs and the voluntary time continuously committed brings an energy and knowledge in urban and rural communities which creates different dynamics.

In our ever-growing diverse communities LCGs and SEs use their natural resources in actively engaging many of the SICAP target groups who participate in their activities and programmes which is addressing social inclusion needs, health and wellbeing and connectivity. Social Inclusion Week, held during October will create a focus point for key events to highlight social inclusion in Waterford and promote existing projects who positively and actively work to address inclusion.

In developing Community Support Plans, LCGs and SEs build on and use their local knowledge and natural resources to continue critical work within their communities. Through community development approaches Inclusive Communities action seeks to support LCGs and SEs to gain a deeper understanding of community development practices with equality and human-rights based approaches which will support the LCG to foster a more socially inclusive community.

Implementation:

Goal 1 methods of engagement are outlined in Section 4 and are underpinned by Community Development Principles and All Ireland Standards for Community Work. In SICAP providing a Quality Standards Framework to the successful tenderer we will review and align our actions with the principles and practices. Key actions to implement this action are:

- Staff based in city and Dungarvan offices with outreach visits to local communities to progress agreed actions, provide mentoring and administration support with event planning.
- Collating information to promote the new SICAP 2024-2028 framework, highlight social inclusion and community development approaches, create awareness of SICAP supports to support registration process.
- Registration process will support LCGs and SEs to self-identify their social inclusion focus in line with SICAP framework with Community action plans identifying key actions requiring SICAP support.
- Pre-development support for emerging LCGs and SEs to build their capacity through mentoring of community leaders, formation of relevant structures, training etc.
- Support LCGs and SEs to strengthen their role within their communities by collaborating with other organisations and agencies to progress and co-design actions responding to community needs.
- Local community events organised to engage with those most hard to reach to create links and awareness of existing community activities and services which strengthens connectivity, inclusivity and sustainability.
- Organise events and activities during National Social Inclusion Week to highlight existing positive models and projects within Waterford, create awareness of barriers and cultural sensitivities by those who experience exclusion and create conversations on positive outcomes It is an opportunity for local communities and other stakeholders to promote how their work is impacting positively in addressing social inclusion.

Through this action we will promote the establishment of thematic networks which aim to broaden the groups remit for activities which are socially inclusive. The purpose of the networks is to share experiences, develop support mechanisms, identify good practice, or develop policy positions and common strategies to achieve collective aim (Action 1.3).

Action 1.2 Empowered & Sustainable Communities**KPI – 55 (LCGs & SEs)****Location:** Waterford City & County**Timeframe:** **January** – review of SICAP Requirements, Pobal Registration forms and collation of information to support registration process.**February to April** – registration of LCGs and SEs through individual meetings.**April to December** – progression of Community Action Plans and developmental supports**Description:** To provide developmental support to LCGs and SEs who actively work with SICAP target groups and thematic focus groups especially within local communities designated as disadvantaged through

- Aligning LCGs and SEs current work and objectives with the SICAP framework to strengthen a social inclusion focus and actions responding to local needs and identify gaps in supports and services which require additional resources
- Empower LCGs and SEs to achieve their goals by developing their structure, governance, accessing funding for insurance, capital and staff resources, strategic and business planning all of which are core steps in building their sustainability.
- Building on collaborative approaches with organisations and agencies relevant to their goals and progression of local needs through co-design and innovative approaches
- Succession planning to create opportunities for volunteers from SICAP target groups to participate in events and on committee structures so building their skills and confidence.

SICAP Objective: Support Local Community Groups, Social Enterprises and Networks to benefit their communities**SICAP Outcomes:** Local Community Groups, Social Enterprises and Networks have increased capacity to support SICAP target groups and thematic focus groups; Local Community Groups, Social Enterprises and Networks have expanded their services to benefit SICAP target groups and thematic focus groups; Local Community Groups and Social Enterprises create additional jobs and volunteering opportunities in their communities**SDGs** #10 Reducing Inequality; #11 Sustainable Cities and Communities**Priority Target Groups:** People living in Disadvantaged Communities and People with Disabilities**Target Groups:** Refugees and Heads of One-parent Families**Thematic Focus Groups:** Older people in isolation, Refugee & Migrant rights and integration and Gender**Rationale**

LCGs and SEs provide critical programmes and activities at local grassroots level with meaningful outcomes as they are led by those who are committed and passionate about their community of interest. Waterford Area Partnerships knowledge, expertise and relationships with local groups continues to build their sustainability and achievement of objectives and outcomes through a multitude of methods, adapted to local needs. This collaboration with local communities is evident in the day-to-day connectivity and led to significant outcomes through local community responses to Covid-19 and Ukrainian crises.

Participation of SICAP target groups on local committees will ensure their representation and voice is heard in the development of local area plans, influencing policy making and challenging ongoing barriers experienced by the community of interest. In creating and delivering responses SICAP staff will provide mentoring to enhance skills and abilities to build confidence in governance, event planning, grant applications etc. Community leaders and volunteers leading social inclusion focussed LCGs and SEs are representative of SICAP target groups and, for many may experience personal challenges with literacy, digital access, transport, child/eldercare and out of pocket expenses which can limit their participation.

To progress their objectives and provide essential resources within their communities requires LCGs and SEs to establish as a Company Limited by Guarantee which is a cumbersome and legal process with specific skill sets required. SICAP staff provide guidance and practical supports in registering as a company and charity, meeting legislation requirements e.g. Charities Governance Code, financial management, business and strategic planning which are critical steps in achieving compliance. Staff have also supported potential mergers with other like-minded groups to achieve mutual outcomes e.g. facility development, funding etc. All these processes require additional time with voluntary committees with no guarantee that their applications will be successful. Managing this process requires specific time and a qualitative approach of mentoring and confidence building. For LCGs and SEs, balancing and maintaining existing activities while developing such processes can lead to volunteers experiencing burn out.

The SICAP programme provides the qualitative approach required to support LCGs and SEs in building their sustainability through inclusive, person-centred, developmental and creative responses. Through a re-registration process LCGs and SEs will be informed of the new SICAP framework and self-identify supports and actions for their Community Support Plans to determine their social inclusion remit and SICAP resources to progress key actions. Furthermore, the process will assist LCGs and SEs in identifying commonalities with other like-minded groups to develop community networks which can further address issues of social inclusion through shared learning and peer support (Action 1.3 – Collaborations & Networks).

In build awareness of climate justice we will support communities to engage with relevant partners to support a human rights-based approach in transitioning to a greener and just society and economy, acknowledging the impacts on changes being equitable and fair.

Implementation

Group development is achieved through various methods actions, determined by the LCG and SE through their Community Support Plans. Key to implementation is:

- Access to SICAP resources including staff who are based in the City and Dungarvan offices with outreach to local communities. Our skills and knowledge are strengthened through our engagement with local communities as they deliver critical supports to SICAP target groups.
- Continuing to build the capacity and skills of community leaders and committees as they deliver local activities and links to relevant services in building inclusive and sustainable communities.
- Staff mentoring and day-to-day administration, support access to grants, creating links with relevant services and agencies.
- Informal skills-based training to strengthen capacity and skills in areas such as communication, collaborative practices, collective decision-making, policy development, officer roles and governance compliance (identified through Community Support Plans).
- Promotion of volunteering opportunities to strengthen engagement of SICAP target groups and local communities, enhance committee structures with succession planning and community activities.

In developing specific supports for Larchville & Lisduggan communities, both districts designated as very disadvantaged, SICAP will build on the development of the Community Hub as a collaborative facility with BRILL Family Resource Centre to promote access to services through drop in coffee mornings and information clinics, networks with LCGs and SEs having access to local facilities. Current work with TASC in developing a pilot project supporting sustainable and climate actions will provide opportunities for future planning with the local community.

The **All-Ireland Standards for Community Work** are framed around five core community development values of **Collectivity; Community Empowerment; Social Justice and Sustainable Development; Human Rights, Equality and Anti-discrimination; Participation**. With each standard core skills are identified and in promoting and adapting the guide with LCGs and SEs will support them to acknowledge and align their current work, self-identify skills training and practical ways to achieve this and create volunteering opportunities with succession planning.

Action 1.3	Collaborations & Networks	KPI – 8 (Networks)
Location:	Waterford City & County	
Timeframe:	April to May – analyse and collate information from Community Support Plans to inform potential thematic based networks June – July revisit with LCGs and SEs to agree networks and hold initial meetings. September - December – facilitate meetings in developing structure	

Description: Within this action there are three specific objectives

- Maintain and/or establish networks with LCGs and SEs who will self-identify relevant themes to support shared learning, foster connections, create peer support and address gaps in services within their communities. By fostering strong partnerships and creating a unified vision, the networks can leverage their collective strengths and resources to enhance service provision and meet the community's needs. Collective networks have organically emerged this year for both Men's Sheds and Community Gardens with learning from their development shaping other networks.
- Participation of SICAP target groups on relevant decision-making structures at local and national level. One of the key structures is Waterford PPN and we encourage all our groups to register as members, the majority have done to date. However the key challenge for the groups is being nominated to relevant structures to represent social inclusion issues e.g. SPCs and Waterford LCDC. Other barriers include time of meetings, transport access, out of pocket expenses, digital access to meet online and/or access to documentation.
- SICAP staff representation on local and national collaborative and decision-making structures. In advocating for local communities and social inclusion issues local and national responses and policy can be strengthened to meet gaps in services for SICAP target groups.

SICAP Objective: Support Local Community Groups, Social Enterprises and Networks to benefit their communities; Engage with relevant stakeholders to identify gaps in services and develop collaborative responses.

SICAP Outcomes: Local Community Groups, Social Enterprises and Networks have increased capacity to support SICAP target groups and thematic focus groups; SICAP target groups are represented and participate in decision-making spaces that affect them; SICAP implementers develop collaborative initiatives with relevant stakeholders that address identified needs.

SDGs #11 Sustainable Cities and Communities; #16 Peace, Justice and Strong Communities; #17 Partnership for Sustainable Development

Priority Target Groups: People living in Disadvantaged Communities and People with Disabilities

Target Groups: Refugees and Heads of One-parent Families

Thematic Focus Groups: Older people in isolation, Refugee & Migrant rights and integration and Gender

Rationale

Waterford Area Partnerships local knowledge of existing work by community organisations, lead organisations, service providers and agencies will strengthen participation of SICAP target groups and thematic focus groups in networks, collaborations and decision-making structures. In consulting with other stakeholders who have a lead role with these and other SICAP groups of Addiction, Homelessness, Climate Justice, LGBTQI+ and Youth we will identify the potential for additional networks to address gaps in services and supports to ensure no duplication of services and strengthen alliances and collaboration.

The rationale for *Action 1.3 Collaborations and Networks* reflects the synergy and effectiveness of communities in bringing their skills, expertise, resources and unique knowledge together. Networks allow for the sharing of skills, best

practices, and insights, leading to a more comprehensive and effective response to service gaps where each input is valued with the potential to address multiple dimensions of community well-being, essential services, social cohesion and empowerment.

Community groups often have limited resources and capacities individually. By forming network resources, expertise, and efforts can be pooled, leading to more efficient and effective use of available resources to address service gaps. This is evident with the establishment of community councils we supported to develop with 6-10 community groups merging within local communities. This led to shared resources of facilities and volunteers, reduced costs with administration and insurance and collective actions.

In working collaboratively with the community as a key partner more meaningful and effective impacts can be achieved through collective actions and outcomes to the long-term benefit of SICAP target groups. A Guide for Inclusive Community Engagement in Local Planning and Decision-Making states that *'effective and meaningful participatory planning depends on the involvement of those whose voices are most marginalised. These are the people who experience a severe impact from decisions that fail to consider their experiences and concerns. Therefore, it is critical that policy and planning processes are systematically inclusive and participative. This will make sure that marginalised and disadvantaged communities and their representative organisations have a strong and equal voice.'* In using this guide we can strengthen existing and new collaborations, representation on structures including Waterford Area Partnership and respect the voice and lived experience of community representatives.

In conclusion, the rationale for this action revolves around its capacity to create a collaborative, inclusive, and effective framework for addressing service gaps and fostering holistic community development. By leveraging collective strengths, expertise, and resources, the networks have the potential to create meaningful and lasting positive change within their communities.

Implementation

Key actions for networks include:

- Creating a supportive environment where LCGs and SEs can informally explore shared learning, discuss common issues and collective actions will have an increased benefit to those they work with.
- Initial meetings, facilitated by SICAP staff, will explore common themes, agree structure and Terms of Reference, set collective objectives, goals and actions.
- Progression in creating autonomous structures with SICAP providing administrative support, relevant information on policy, funding, meeting venues etc.
- Collate information on LCGs and SEs activities to promote social inclusion, barriers to participation, gaps in services and potential collaborations with other stakeholders to achieve outcomes.
- Collective solution-focused approaches to foster innovative solutions that might not have been possible through individual efforts. Community Ownership contributes to long-term sustainability and commitment to achieving results.
- Build on existing models e.g. Community Councils with LCGs and/or SEs forming a single community structure to support shared resources, decision-making, collective actions, insurance and governance.
- WAP 'Making the Link' model implemented to facilitate meetings with community groups, service providers, state agencies and other interested stakeholders. The approach allows for all to meet informally, share information on their work and contact details, highlight key gaps in services within the community and build alliances between community and agencies. The 'Guide to Inclusive Community Engagement in Local Planning and Decision-Making' will be promoted to support community representation in local structures.
- Promote the 'Guide for Inclusive Community Engagement in Local Planning and Decision-Making' in strengthening participation on local structures including Waterford Area Partnerships governance structures.
- Advocate and promote social inclusion through SICAP staff participation on collaborative and decision-making structures e.g. Waterford LCDC Migrant Interagency Strategy Group, Roma Interagency Group etc.

Action 1.4 Community Leadership & Peer Mentoring Network KPI – 2 Networks

Location: Waterford City & Dungarvan

Timeframe: **March to April** explore existing models & develop pilot framework.

May to June promote and speak with community leaders with initial meetings held;

August to December initiation of project.

Description: In establishing peer support networks for community leaders, voluntary and/or paid it will create an informal environment to explore and enhance their skills and learning whilst building connections. Community leaders from SICAP target groups are passionate, enthusiastic and committed to their communities of interest however they experience the same barriers as those they support e.g. low education attainment, limited literacy and digital skills and low self-confidence in new environments. For many SICAP target groups especially Traveller, Roma and migrant communities' cultural sensitivities also create barriers to volunteering, employment and engagement with their communities of interest.

Community leaders can explore and recognise the potential opportunities in working collectively with others, strengthening their voice and sharing cultural experiences which has the potential to break down barriers in employment opportunities, representation at meetings with leadership and governance skills. This action is a steppingstone to actively addressing the new principles within SICAP 2024-2028 of Targeted Recruitment & Training (Section 7).

This action will create a strong foundation in building self-confidence, skills and awareness of the sector. Key leaders from the community and social inclusion sector will engage through thematic sessions to share their wealth of knowledge, experiences and insights on community development, effectively influence policy development, human rights, equality, collaborative working and relevant decision-making structures.

SICAP Objectives – Support communities and target groups to identify and address their needs; Support local community groups, social enterprises, and networks to benefit their community

SICAP Outcomes – Local communities have built their collective capacity to address their needs; Local community groups, social enterprises and networks have increased capacity to support SICAP target groups and thematic focus areas.

SDG #10 & 11 Reduced Inequality and Sustainable Cities and Communities

Local Priority Target Groups: People living in Disadvantaged Communities & People with Disabilities

Target Groups: Refugees; Heads of One-parent Families, Travellers & Roma

Thematic Focus Groups: Older people in isolation, Migrants & Gender

The above groups are identified based on the analysis of relevant services (Section 1) and staff knowledge of existing local organisations. In engaging with other stakeholders they may identify other target groups for inclusion in the project.

Rationale

Our communities and decision-making structures benefit from the experience and local knowledge of community leaders. This action will provide opportunities for them, collectively and individually, to strengthen their personal knowledge and skills, build networks and alliances with awareness of developments within the sector. LCGs and SEs are facing challenges in recruiting and retaining volunteers and staff with current personnel experiencing burnout due to the workload experienced during Covid-19, the ongoing response to the Ukrainian war, administrative and legislative

compliance, etc. Many key community leaders have retired in the past 2-4 years with some volunteers not returning post-Covid which has led to a loss of key skills, knowledge and experience.

Learning of community structures, policy development, equality and human rights, consultation processes, needs analysis, strategic planning and other identified areas will strengthen the skills of those who participate and benefit their LCGs and SEs. This in turn will strengthen community representation and their participation on decision-making structures, locally and nationally to have confidence in their voice and the issues they promote. Through this action community leaders will become peer mentors for others and act as champions for their community of interest as we have much to learn from their lived experience.

The C&V sector is experiencing strong growth in employment opportunities however our experience in working with many community leaders is their lack of confidence and awareness of the skills they use through their community work which would benefit their CVs and relate to job descriptions. Goal 2 will provide specific training e.g. Train the Trainer, IT, file management etc. to community leaders who wish to progress into employment. Information on education courses available through SICAP, Waterford Wexford ETB, Community Work Ireland and other agencies will also create progression pathways for community leaders to employment.

Implementation

The action will use the following methods to implement and progress:

- Research existing models of informal leadership programmes
- Organise initial meetings with community leaders in city and Dungarvan to promote initiative, explore existing needs and agree approaches including calendar of meetings
- Collate policy documents for discussion including 'Guide for Inclusive Community Engagement in Local Planning and Decision-Making and All Ireland Standards for Community Work
- Provide information on progression routes to education and employment provided by Goal 2, Waterford Wexford ETB, The Wheel etc.

Pilot programme will be practical, effective and responsive to community leaders needs by building on existing knowledge and experience, enhanced shared learning on agreed themes, strengthen relationships between community leaders and local communities

3b - Proposed actions and target groups to be engaged under Goal 2 for 2024 as per needs identified in the Contract Area /Lot profile, with clear prioritisation of Local Priority Target Groups as named in Appendix 1: Part C – Additional Information Relevant to the SICAP Call-off Contract, and setting out specific good practice proactive outreach and targeting strategies as outlined in the Programme Framework for SICAP 2024-2028 (Appendix 5) that will be used to ensure maximum engagement of those who are most disadvantaged. (125 Marks)

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3b Goal 2 Actions

G2 Core Area of Work 2.1 Lifelong Learning and Education.

Action 2.11 Information Provision on Lifelong Learning and Education opportunities and supports in the Lot area. (KPI 100)

- The development and delivery of a series of information workshops tailored to the needs of specific Priority/Target Groups which detail education opportunities and institutions within the Lot area, application procedures, financial supports available to individuals and effective study/education culture in Ireland. Workshops will be developed in collaboration with a range of community, further and higher education organisations. SICAP will provide 1:1 supports for individuals to build a pathway to their chosen education and lifelong learning goals.
- Specific workshops to refugees and IPAs will include information on certification equivalence.

Action 2.12 The delivery of lifelong learning programmes in response to the identified needs of target groups. (KPI 200)

- The delivery of a range of unaccredited and/or accredited lifelong learning programmes & events based on identified need which will engage Priority/Target Group individuals in a first step adult learning environment with the aim of improving their knowledge, skills and competencies towards the achievement of their personal goals. Examples might include; Driving Ambitions Programmes, programmes focused on re-use and recycling, creative education programmes, horticulture and practical skills for home improvements. All programmes will include a workshop on further education and next steps within the field.
- The delivery of formal and informal English Language classes that complement the work of other providers and support the refugee and IPA communities to integrate into the community and to advance their learning/work goals.
- Referral to and collaboration with relevant lead agencies to support and promote literacy, numeracy, and digital skills building across Priority/Target Groups, in particular with regard to ESOL and literacy.
- The management of a SICAP small grant scheme to assist those individuals wishing to progress to further education who, due to individual circumstance, might be deterred by the cost of college fees.

Action 2.13 Supports to children at risk of early school leaving and their families. KPI 50

- Collaboration with target group representative organisations, DEIS schools and their School Completion Programmes, and key networks, to identify gaps in provision for those at risk of early school leaving and their families. SICAP will work with relevant organisations and institutions to provide programmes that engage parents in learning and skills development, so increasing their capacity to support their children to remain in school.
- Collaboration with School Completion Programmes to ensure an equality of opportunity across all schools within the Lot area by identifying gaps in services to target groups & geographical areas, and potential WAP/SICAP programme support that assists in meeting the needs of children and families.
- The delivery of recreational programmes, such as The Summer Camp Access Programme, to support those families who do not have the capacity to access out of school social & learning opportunities, including specific support to children with a disability and children from refugee and IPA families (non-caseload).

SICAP Objective SICAP target groups participate in lifelong learning and progress their formal education.

SICAP Outcomes SICAP target groups are informed about lifelong learning supports and services. SICAP target groups complete lifelong learning programmes. SICAP target groups at risk of early school leaving progress their formal education.

SDG #1 & #4 No Poverty & Quality education.

Priority Target Groups: People living in disadvantaged communities, people with a disability, people living in jobless households or household where the primary income source is low-paid and/or precarious.

Target Groups: People impacted by educational disadvantage, refugees, international protection applicants, head of one parent families, Travellers, Roma, people who are long-term unemployed.

Timeframe:

Jan/Feb 2024: The development of an outreach and targeting plan to consult with all key stakeholders/ partners/ collaborators and existing clients/focus groups and build responses.

Feb/March 2024: Programme delivery commences.

May 2024: Mid-year review/programme updated or confirmed following mid-year review and to take account of demographic changes or unexpected local/national or international events.

June – Dec 2024 delivery ongoing.

Rationale:

The CSO Educational Attainment Thematic Report (2022) highlights the negative impacts of education inequality: *“Unemployment rates for those aged 25-64 generally decreased as the level of education attained increased”*. In Q2 2022, females aged 25-64 years old with a third level qualification were more than three times more likely to be employed (84%) compared with females with a primary education or no formal education (24%). Males aged 25-64 years old with a third level education had an employment rate of 92% compared with males with a primary education or no formal education at 52%. Early school leavers had a lower rate of employment in Q2 2022 compared with other persons aged 18-24 (48% compared to 63%). The unemployment rate for early school leavers was 21% compared to 6% for other persons aged 18-24.

Whilst the same report indicates that 4% of those aged 25-64 within the South-East only achieved primary level or below, there is evidence to indicate that certain groups have lower levels of educational attainment than others and that there are additional barriers that impact on educational attainment, including income level, language fluency and literacy.

- Single parent families have less income to support their own or their children’s education progression and participation rates of those parenting alone are also impacted by the availability and cost of childcare and transport. (One Family, 2018).
- There are 609 Travellers residing in Waterford (Census 2022 Summary Results). According to the National Traveller and Roma Inclusion Strategy (2017-2021) The majority of Travellers (70%) have only primary or lower levels of education and only 13% of Traveller children complete second level education compared to 92% in the settled community, with 1% progressing to Higher Education.
- The Waterford Integration Strategy notes 335 Roma living in Waterford. Anecdotal evidence in 2023 from the Atelier Roma Project suggests that this figure has now risen to circa 500 individuals. The strategy also notes a *“Lack of fluency in English (within the Roma community) and frequent illiteracy in their own language creating significant barriers in accessing employment, understanding communications from schools, or attending health services”*.
- Pobal HP Index (2016) cites Waterford Electoral Division (ED) Custom House A as having 43.4% of non-Irish/non-UK residents, of whom 46.1% (83 individuals) are non-English speakers. In ED, The Glen, non-Irish/non-UK residents account for 44.4% of whom 42.6% are non-English speakers. Census 2022 (summary results) show that in Waterford, dual Irish citizens increased from 2,216 in 2016 to 3,562 while non-Irish citizens accounted for 11% of the county’s population. The ESRI study of migrant data from the 2016 census notes *“The importance of English-language skills and of recognising foreign qualifications for migrants in the Irish labour market”*.
- There are 573 International Protection Applicants residing in IPAS accommodation in Waterford (23.05.23 – Response to Dail Question)
- There are circa 2,314 Ukrainian refugees residing in Waterford in a mix of accommodation types (June 2023 CSO data).
- *“Over 300,000 adults in Ireland do not have any formal education equivalent to the Leaving Certificate while almost 900,000 people have no formal education beyond school level. Many of these adults’ struggle with the literacy, numeracy and digital skills which will be necessary for sustaining employment”*. (ALL Strategy, 2021).

According to Census 2016:

- 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. The transfer percentage to 3rd level was 18.6% for Waterford overall. This is low in comparison to the National average of 40%.
- Amongst disabled persons aged 15-50 years old, 13.7% had completed no higher than primary level education, compared with 4.2 per cent of the general population.
- People with a disability were less likely to complete third level education, with 37% educated to this level, compared with 53.4% of the general population aged 15-50 years old.
- 5,256 families with children are headed by single mothers and 987 by single fathers. (CSO 2023).

Implementation:

The implementation of actions under the Lifelong Learning and Education core area will be designed in consultation with all stakeholders to ensure SICAP programmes fill identified gaps, provide additionality, and avoid duplication. SICAP grants will be awarded to members of the Priority/Target Groups who are undertaking formal education. The delivery of Lifelong Learning programmes/workshops to target groups will be based on identified need and in collaboration with local community/youth/voluntary groups, statutory providers, and the Goal 1 team. This action will continue to build on engagement strategies with target groups as developed in the previous programme iteration and will identify progression routes to further education or referral to training/career pathways for those that complete programmes. Work with DEIS schools and target group focused organisations will continue to support children and families that have specific barriers to education progression in a co-ordinated manner.

Outreach & targeting strategies:

- Building on historical collaborations & partnerships between WAP/SICAP and relevant local groups, services, agencies and organisations including: WWETB, LCGs, FRCs, DPCs/EROC & Refugee Rest Centres, Disability Services, Waterford Council and the Probation Service. WAP/SICAP will continue to operate outreach and targeting based on good community development principles by working with representative groups to identify needs and to co-design/target responses to & with those most in need.
- Joint outreach G1 & G2 teams to build on and complement skills & contacts within localities and organisations.
- Focus group contact & call backs to those engaged with WAP/SICAP from Priority/Target Groups during the last programme iteration.
- Promotion of programmes to target audiences through relevant publicity drives and ensuring adherence of all material to Universal Design Principles, leaflets, social media posts and website. If possible, translation of information to relevant languages.
- WAP/SICAP information stands at awareness events.
- Networking and non-caseload events with Goal 1 team.

Waterford LECP Linkages: *Support Pathways to Economic Participation and Opportunity*

Target locations: All small areas/electoral divisions of Waterford City and County that are designated 'very disadvantaged' or 'disadvantaged'. Including: Larchville, Lisduggan, Ballybeg North, Ballytruckle, Poleberry, Morrison's Road, Newport's Square, Mount Sion, Grange South, Cappoquin, Kilmacthomas, Aglish. In addition, a concentration of actions will focus on those living in the five areas that have more than 16% of the total population with a disability: Cappoquin (18.2%), Cheekpoint (16.7%), Villierstown (17%), Lismore (16.2%) and Passage East (16.4%), as well as Grange North, Newtown, Kingsmeadow and Shortcourse which have the highest rates of disability in the City.

All DPC and the remainder centre locations (Waterford City, Tramore, Dungarvan, Lismore).

DEIS Schools in the Lot area.

Goal 2 Core Area of Work 2. Employability & Labour Market Prospects.

Action 2.21. The development and delivery of pre-employment progression pathways for Priority/Target Groups. (KPI 225)

- The delivery of industry related pre-employment training supports to enhance career options.
- Follow on enhancement training to increase the potential for immediate employment, where relevant.
- The delivery of CV, job search and interview skills workshops.
- The management of a training grant scheme to enable individuals to access specific training for an immediate employment opportunity.
- Working with relevant statutory and C&V organisations who refer clients, to provide cohesive and non-duplicate wrap- around services that enable collaborative monitoring and support towards the individual's progression and/or referral on to other support services. WAP/SICAP will seek collaboration with Waterford Intreo Partners/DEASP to build a pilot programme to model effective collaboration and resource sharing as well as identifying clear barriers to employment progression.
- Work with other relevant agencies and organisations to build structured referral pathways for individuals to avoid duplication and to develop cohesive relationships with employers for employment progression and work experience potential.

Action 2.22. The development and delivery of self-employment promotion and supports to Priority/Target Groups. (KPI 200)

- The delivery of Business Fundamentals workshops to raise awareness of self-employment as an option for members of Priority/Target Groups in a group setting.
- The delivery of 1:1 mentoring supports to individuals with a business idea including those referred by DEASP as BTWEA applicants.
- The delivery of Start Your Own Business Workshops to support individuals to progress their idea and to consider key requirements for business startup.
- The delivery of focused workshops on topics such as social media /business finance/sales & marketing/market trading.
- Supporting the engagement of targeted individuals and groups with the Waterford Micro Business Network.

SICAP Objective. Support SICAP target groups to improve their employability and labour market prospects.

SICAP Outcomes. SICAP target groups are informed about labour market supports and services. SICAP target groups are better prepared to enter the labour market. SICAP target groups progress to employment. SICAP target groups progress into self-employment and establish businesses, including social enterprises.

SDG #1 & #8 Decent Work and Economic Growth.

Priority Target Groups People living in disadvantaged communities, People living in jobless households/low-income households and People with Disabilities.

Target Groups: People who are long term unemployed, Refugees, International Protection Applicants, People with a criminal history, Travellers, and Roma.

Timeframe: Jan/Feb 2024: The development of an outreach and targeting plan to consult with all key stakeholders/partners/collaborators and existing clients/focus groups and build responses.

Feb/March 2024: Programme delivery commences.

May 2024: Mid-year review / programme updated or confirmed following mid-year review and to take account of demographic changes or unexpected local/national or international events.

June – Dec 2024 delivery ongoing.

Rationale:

An ESRI report in 2018 identified eight factors linked to prolonged unemployment; *“Claiming Jobseeker’s Allowance, not being recently employed, having low levels of educational attainment, poor (self-perceived) health, having a history of long-term unemployment, having previously been on the Community Employment (CE) scheme, not having access to one’s own transport and being older”*. The potential to move out of Long Term Unemployed were seen to be impacted by *“Age, literacy problems, the presence of children, a previous spell of long-term unemployment and being casually employed”*.

There are also additional factors that impact on specific SICAP target groups where barriers to employment are compounded by discrimination. The total population with a disability residing in Waterford is 16,675 and accounts for 14.4% of the total population within the County - slightly higher than the State average (13.5%). The European Commission Country Report for Ireland 2022 revealed that Ireland has the largest disability employment gap in the EU, at 38.6%. It also noted that less than one third of people with disabilities were employed in 2019. Census 2016 shows 80% unemployment in the Traveller community compared to a 12.9% unemployment rate in general. (Pavee Point). The Waterford Integration Strategy notes that, *“Despite their qualifications, migrants are more likely (than are Irish people) to be in unskilled and in manual employment”*. This Strategy and the Atelier Roma Project both outline additional barriers to the Roma Community in Waterford:

- Prejudice and discrimination, making them more vulnerable and susceptible to exploitation and exclusion;
- Highest levels of poverty of any population, (where employed);
- Low-paid manual employment or casual work;
- Over-representation in the ‘other’ work category, indicating reliance on seasonal work and precarious employment status; and
- Lack of fluency in English and frequent illiteracy in their own language creating significant barriers in accessing employment, understanding communications from schools, or attending the health service.

The proportion of people aged 0-59 years living in households where no one has a job in the South-East — Wexford, Waterford, Carlow, Kilkenny, and South Tipperary — reaches 12.6% (Response to Dail Question, 2019). As individual circumstances relating to labour market participation differ considerably there is a need to provide multiple routes towards goal achievement and overcoming barriers. It is WAP/SICAP intention to work with all agencies, groups, and structures to promote the need for extensive and strategic programme/service co-operation and collaboration.

Self-employment/SYOB Supports to those most distant from the labour market are a good example of organisations at a local level that provide a clear delineation of roles and targets but also a willingness to work together and co-refer. Traditionally WAP has built on a protocol with DEASP BTWEA case officers to refer clients to WAP/SICAP for business planning, SYOB basic training and to enable a period of supported reflection. This work will continue in 2024 with WAP/SICAP expanding its suite of mentoring services but also delivering short Business Foundation workshops in targeted disadvantaged communities and with specific target groups such as people with a disability and migrant women. Mutual support and co-referral with Waterford Local Enterprise Office will continue.

Implementation: WAP/SICAP will undertake a consultation process with statutory agencies, youth and community groups, residents of DPCs, refugee support agencies and disability representative groups to identify the needs of the Priority/Target Groups and to build training programmes, grant allocations and progression towards employment training / career guidance / business establishment to respond to the identified need.

WAP/SICAP will work with others such as Intreo, WCC, DEASP and business organisations to identify skills gaps within the labour force locally and engage with others to build collaborative networks to support employers and job seekers as well as promoting existing apprenticeship and work experience programmes.

WAP/SICAP will work with Intreo Case Officers, Waterford Local Enterprise Office, Waterford Micro Business Network and Chambers of Commerce to deliver business planning, mentoring, training, and networking opportunities to those target group individuals that apply for BTWEA or are referred to SICAP for micro business support.

WAP will consult with all relevant services and networks to identify gaps in services, continue to build referral pathways, to collaborate on joint initiatives that benefit enterprise and social enterprise development in the LOT area. WAP will continue to refer individuals to Micro Finance Ireland and will engage with others that seek to build an innovation and entrepreneurial culture within Waterford.

Outreach & Targeting Strategies:

- WAP/SICAP will continue to build on historical collaborations & partnerships with; LCGs, FRCs, DPCs/ERO & Refugee Rest Centres, WWETB, C&V groups focused on Priority/Target Groups, Waterford Council and DEASP. WAP/SICAP will operate outreach and targeting based on good community development principles by working with representative groups to identify needs and to co-design/target responses to and with those most in need.
- Joint outreach between G1 & G2 teams will identify gaps in employment training provision and focus on local employment opportunities. Teams will co-operate on the delivery of awareness raising workshops to target those most distant from services within priority communities.
- Close engagement between G2 team members will ensure mechanisms for IB progression from other SICAP core areas towards employment and self-employment supports.
- Focus group contact & call backs to those engaged with WAP/SICAP from Priority/Target Groups during the last programme iteration.
- Promotion of programmes to target audiences through relevant publicity drives and ensuring adherence of all material to Universal Design Principles, leaflets, social media posts and website. If possible, translation of information to relevant languages.
- WAP/SICAP information stands at awareness events.
- Networking and non-caseload events with Goal 1 team.

Waterford LECP Linkages: *Stimulate entrepreneurship and new business start-up. Co-ordinate employment, skills, and local economic development policy. Reduce youth unemployment.*

Target locations: This action will prioritise disadvantaged and very disadvantaged areas; Larchville, Lisduggan, Ballybeg North, Inner City small areas, Cappoquin, Kilmathomas, Dungarvan Urban Areas and Ardmore, which have low levels of education attainment and a higher than average population of unemployed men and women.

Five areas have more than 16% of the total population with a disability: Cappoquin (18.2%), Cheekpoint (16.7%), Villierstown (17%), Lismore (16.2%) and Passage East (16.4%). Grange North, Newtown, Kingsmeadow and Shortcourse have the highest rates of disability in the City.

Four areas have more than 5% the total population with a caring responsibility: Villierstown (5.8%), An Rinn (5.6%), Stradbally (5.5%) and Cheekpoint (5.3%), plus Waterford City South West.

All DPC and rest centre locations (Waterford City, Tramore, Dungarvan and Lismore).

Goal 2 Core Area 3. Soft Skills & Wellbeing.

Action 2.31 The delivery of health & wellbeing programmes building quality of life & social networks. (KPI 125)

- The direct or collaborative provision of well-being programmes such as yoga/fitness/dance/cookery/art & creativity, which will be tailored to meet the needs of Priority/Target Groups. These programmes will facilitate early-stage engagement of individuals and will focus on building an individual's social network, reduce isolation & stress, promote healthy choices and facilitate integration. Engagement will also provide opportunities for information provision on and referral to other support services, local community groups and programmes.
- Referral to and collaboration with relevant lead agencies to support and promote literacy, numeracy, and digital skills building across Priority/Target Groups.
- SICAP will respond to key issues raised in the Healthy Ireland Survey by building on our existing partnerships with relevant organisations and agencies that provide awareness raising / supports that address specific areas of isolation, exclusion and trauma impacts such as suicide, addiction and racism/discrimination.

Action 2.32 Motivation, Resilience, & Confidence Building Programmes to progress personal action plan goals (KPI 49)

- The delivery of/referral to next stage engagement programmes and supports that encourage Priority/Target Groups to explore their own personal development goals towards personal action plan/my journey progression. These programmes will focus on building resilience and confidence within a closed group setting and will be particularly focused on target groups that have additional barriers to progression such as refugees, IPAs and one parent families.
- The promotion of civic engagement and leadership opportunities within target group communities and local community areas in collaboration with Goal 1 actions.

SICAP Objective. Support SICAP target groups to improve their soft skills and wellbeing.

SICAP Outcomes. SICAP target groups are informed about soft skills and wellbeing supports and services. SICAP target groups participate in activities to improve their soft skills and/or wellbeing.

SDG #3 Good Health & Wellbeing.

Priority Target Groups; People living in disadvantaged communities, people with a disability,

Target Groups; Refugees, international protection applicants, head of one parent families, Travellers, Roma, and People with a Criminal History.

Timeframe: Jan/Feb 2024: The development of an outreach and targeting plan to consult with all key stakeholders/partners/collaborators and existing clients/focus groups and build responses.

Feb/March 2024: Programme delivery commences.

May 2024: Mid-year programme review updated or confirmed following mid-year review and to take account of demographic changes or unexpected local/national or international events.

June – Dec 2024 delivery ongoing.

Rationale: “The social determinants of health are the conditions in which people are born, grow, live, work, and age that can influence their health outcomes. These determinants are related to an individual's social and economic circumstances, can have a significant impact on their health & well-being, and can lead to health inequities and disparities”. (Institute of Public Health).

Data from the second report on “Understanding Life in Ireland: the Well-Being Dashboard” indicates that several cohorts were identified that experience inequality across a high proportion of wellbeing indicators; women, single-parent households, households with lower incomes, people with permanent sickness or disability, immigrants/non-Irish, and households in rented accommodation.

The National Traveller Health Action Plan outlines the impact of social determinants on the health of the Traveller population. The South-East Community Healthcare Report (2019) concluded that socially marginalised and vulnerable migrants and members of some ethnic minority groups have particular and often acute health needs. *“The Roma population, those seeking international protection and refugees ...have been identified as three groups who are particularly vulnerable in the context of Irish society”. Traumatic conditions of migration coupled with anxiety regarding their legal status in Ireland and the experience of living in accommodation centres for a prolonged period of time were seen as stressors among those seeking international protection. Similarly, experiences of violence, trauma, displacement and conditions of migration, particularly for those with pre-existing mental health problems, increased the prevalence of mental health issues for....refugees. discrimination and unemployment were described by members of the Roma population as stressors of mental health”.* (Healthcare Needs and Healthcare Access of Syrian Refugees, Roma and People Seeking International Protection in Southeast Community Healthcare, 2019).

Aware’s National Survey (2023) revealed that those under 25s and those with a chronic illness were most significantly impacted by depression and/or anxiety. This can have a long-term impact on an individual’s capacity to cope, assess their own skills and abilities, and seek support.

“Over 300,000 adults in Ireland do not have any formal education equivalent to the Leaving Certificate while almost 900,000 people have no formal education beyond school level. Many of these adults struggle with the literacy, numeracy and digital skills which will be necessary for sustaining employment”. (ALL Strategy, 2021).

According to Census 2016:

- The total lone parent families (with children under 15) in Waterford is 3,084 and accounts for 23.5% of the total families.
- within the county - above the State average (20%) (2020 Waterford AIRO pg. 54).
- The total population experiencing Bad/Very Bad Health in Waterford is 1,880 and accounts for 1.6% of the total population within the county - the same as the State average (1.6%) (Waterford AIRO p.55).
- The total population with a disability residing in Waterford is 16,675 and accounts for 14.4% of the total population within the county - slightly higher than the State average (13.5%).
- There are 520 Travellers residing in Waterford.
- There are 573 International Protection Applicants residing in IPAS accommodation in Waterford (Response to Dail Question, 23rd May 2023).
- There are circa 2,314 Ukrainian refugees residing in Waterford in a mix of accommodation types (CSO data, June 2023).

In March 2022, the HSE advised that there were approximately 284 Roma people living in Waterford, with the largest national group being Slovakian in origin (WAP/SICAP Evaluation of the Atelier Roma Project’s Covid-19 Outreach Project March 2020 – July 2021). Recent anecdotal evidence from the Atelier Project indicates a Roma population in Waterford City in 2023 at circa 500 individuals.

Implementation:

An initial period of consultation with representative groups for needs identification and to reduce duplication will inform programme implementation. WAP/SICAP will build on historical collaborations and partnerships between WAP/SICAP and relevant local groups, services, agencies and schools built up over the last programme iteration to identify programme and location potential. This action will also work closely with Goal 1 to support individuals to engage with volunteering opportunities, green spaces, and environmental programmes, in particular engagement with community gardens and community clean-up campaigns. All G2 actions will be designed to promote progression either internally or externally and will provide ongoing opportunities for individuals to loop back to 1:1 progression support.

Outreach & targeting strategies:

- WAP/SICAP will continue to operate outreach and targeting based on good community development principles by working with representative groups to identify needs and to co-design/target responses to and with those most in need.
- Joint outreach G1 & G2 teams to build on and complement skills & contacts within localities and organisations.
- Focus group contacts and call backs to those engaged with WAP/SICAP from Priority/Target Groups during the last programme iteration.
- Promotion of programmes to target audiences through relevant publicity drives and ensuring adherence of all material to Universal Design Principles, leaflets, social media posts and website. If possible, translation of information to relevant languages.
- WAP/SICAP information stands at awareness events.
- Networking and non-caseload events with Goal 1 team.

Linkages: Programmes under this action respond to the key priorities of Healthy Ireland; staying connected, switching off & being creative, eating well, minding your mood, minding your body; and the WLECP objective of *Stronger Safer Healthier Waterford*.

Target locations: Larchville, Ballybeg North, Ballytruckle, Poleberry, Cappoquin, Kilmacthomas, Aglish (Areas with higher-than-average rates of lone parent households), as well as Cheekpoint, An Rinn, Passage East (more than 2% experiencing bad or very bad health).

Five areas have more than 16% of the total population with a disability: Cappoquin (18.2%), Cheekpoint (16.7%), Villierstown (17%), Lismore (16.2%) and Passage East (16.4%). Grange North, Newtown, Kingsmeadow and Shortcourse have the highest rates of disability in the city.

Four areas have more than 5% the total population with a caring responsibility: Villierstown (5.8%), An Rinn (5.6%), Stradbally (5.5%) and Cheekpoint (5.3%), plus Waterford City southwest.

All DPC and remainder centre locations (Waterford City, Tramore, Dungarvan, Lismore).

Individuals in target areas will be engaged through the stated outreach strategies above.

Supporting Statement

Waterford Area Partnership undertakes a comprehensive consultation process during the commencement of each year and at key times during the ideation phase of a new programme or service. These consultations provide ongoing processes to identify gaps in services from other providers within the LOT area with regard to SICAP target groups, and to share learning from provider networks regarding innovations and evidence-based learning. This is also a tangible mechanism to ensure that SICAP is not duplicating services but is providing additionality to existing provision.

A key focus of WAPs Strategic Plan is to work with others to promote the strategic co-ordination of initiatives and services that target the same groups, themes and provision to ensure joined up local, regional and national service delivery and policy development, so further reducing duplication and ensuring better value for money and outcomes for our communities and citizens.