



Social Inclusion &
Community Activation
Programme

Action Progress Report

Year

2024

Lot

Waterford City & County (24-1)

Annual KPI Targets & Actuals

	Target	Actuals	%Achieved
KPI 1	79	81	103%
KPI 2	949	1288	136%
% of Supported Individuals who fall into local priority target group(s)	88.00	90.92	



Rialtas na hÉireann
Government of Ireland



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an Aontas Eorpach
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1.1 2024 Inclusive Communities

Action Outcomes

Planned Action Outcomes

SICAP Outcome

- 1.1 Local areas/communities have built their collective capacity to identify and address their needs
- 1.2 New Local Community Groups, Social Enterprises and Networks are formed

Action KPI Targets & Actuals

KPI 1 Target	14	KPI 1 Actual	66
KPI 2 Target	0	KPI 2 Actual	

Action Updates

Mid-Year Update

In receiving the updated IRIS templates in February, the team spent time in reviewing our registration process, collated information on changes within G1 i.e. Community Organisations deemed either Local Community Groups, Social Enterprises or Networks and commenced communication with community groups to organise meetings.

To date 35 LCGs are fully registered with Annual Support Plans agreed with each registration meeting taking approx. 1.5/2 hours. The staff utilised the new requirements and registration process as an opportunity to provide information on the new SICAP 2024-2028, review the community groups social remit, update contact details and identify the target groups or focus theme groups they supported. The meetings are leading to strong discussions to reflect on the relevance of SICAP supports, commit to community development and animation approaches, integration, inclusion and equality within their actions and project costs for activities. This approach is solidifying our relationship with the community organisation in delivering social inclusion within grassroot communities.

Many of the registration meetings happened in our outreach offices (Waterford & Dungarvan) with drop in opportunities in Lismore, Tallow and Kilmacthomas and visits to organisations in Cappoquin, Tramore, Ferrybank and other areas.

In community organisations identifying their stage of development approx. 6 are at pre-development and require additional supports in establishing their structures and their capacity

SICAP Community events organised to date include 1. International Women's Day cross goal event in city and Dungarvan; 2. Larchville & Lisduggan Family Fun Day; 3. Meeting with organisations and services in Dungarvan to discuss a proposed community centre to enable expansion of existing and new programmes. Staff also supported collaborative local events e.g. Brazil Day, Africa Day and attended all the Connecting Community Roadshows organised by Waterford City & County Council.

End of Year Update

Men's Shed Christmas Coffee Morning

This event brought together approximately 80 members from Men's Sheds across Waterford City and County, targeting older men at risk of social isolation. Held simultaneously at two welcoming venues, offering complimentary refreshments. Encouraged cultural expression through music, fostering connection and enjoyment. Promoted social inclusion, addressing isolation and encouraging peer engagement. Provided an inclusive space for interactions, reducing social exclusion during the holiday season.

International Women's Day City event 2024

International Women's Day was celebrated on Thursday 7th March in collaboration with Goal 2. This event is run Cross Goal each year. The event took place in Dooleys Hotel on the Quay and refreshments were provided to cater for the different cultures attending. The event ran for 2.5 hours from 10am to 12.30pm, giving the women time to collect children from school/creche etc. some of the activities on the day were dancing led by Trish Murphy and an open mic session for any woman who wished to share her story as well as planned speakers. This event will run in 2025 on Friday 7th March.

Larchville/Lisduggan Community Family events 2024

We held 2 events in these communities in 2024.

The first event was planned to be held outside in Central Avenue, Lisduggan on Sat 1st June. The purpose of breaking the 2 events up was to target the older generations who wouldn't usually attend events, with an aim of talking to them in regards the ongoing TASC research been run in the area. We felt this cohort were not represented in the findings to date. Unfortunately, at the last minute we had to make the decision to move the event down to the Parish Centre because of the weather. Thankfully a lot of these residents came and joined us. We had Healthy Waterford attend to do games, the High Hopes Choir gave a performance and all the fun activities like Face painting etc

We replicated the event again for Larchville estate the following week.

Both events were well attended with all age groups

Dungarvan International Womens Day Event

An event was organised for members of Women's Groups across Dungarvan & West Waterford in the Park Hotel on 7th March. The event was a joint collaboration between WAP SICAP Goal 1 & 2, WWETB Community Section & WCCC Creative Communities. 140 women were in attendance from a variety of backgrounds came together and were given the opportunity to connect and network and share ideas. Activities included Friendship Bracelet making workshop, Mindfulness Workshop, Musical Entertainment and refreshments. A collaborative approach involving the agencies and the women's groups was utilised in the planning process which strengthened the outcomes of the event. Following the event many of the groups have organised visits to each other's groups to further network and share ideas.

In supporting groups with their annual support plans, some gaps were identified so in order to support the group, SICAP implemented resources to organise events in response to these gaps.

Neurodiversity Information Evening

A Neurodiversity Information Evening was organised in collaboration with Autism Support Dungarvan in October. This event brought together local community members, families, caregivers, professionals, and neurodiverse individuals to learn about the supports and resources available for the neurodiverse community in Dungarvan and surrounding areas. The event MC'd by Kieran Foley of WLRFM featured a number of inspirational speakers who shared their personal journeys, stories of their advocacy work, and practical insights into their journeys. The event also provided an opportunity to connect with various local organisations and service providers, who set up information and resource stands which provided attendees with information on local services & organisations, tools, and support networks. Attendees were able to engage directly with these to gain valuable insights into the many supports available to neurodivergent individuals and their families in the county.

Creative Arts Workshop- Minceiri Port Láirge (Traveller CDP)

Following meetings with the Traveller Health Project in Dungarvan it was agreed as part of an annual support plan that a number of creative arts workshops would be organised for younger members of the project. Members of this group feel that their identity within Dungarvan has been lost & many of the participants disengage as they are frustrated with a lack of services & community activities for the Travelling Community in Dungarvan.

A number of classes were facilitated by a local artist with 5 members of the group. Each individual cast and decorated a shoe to tell the story of the lived realities, experiences and the meaning of the Traveller Culture to these young people and to highlight how they feel that society views them. By providing this space for artistic expression, the project allowed group members to foster pride in their culture and will also give them an opportunity to raise awareness among the local community by hosting a public launch and exhibition of their works for Traveller Pride in 2025. Following the workshop element, the aim is to host a creative arts exhibition in the local library to mark Traveller Pride in 2025. The exhibition will allow the local community to come and learn more about the Travelling culture.

Friends of ASI Dungarvan

We hosted an event in collaboration with Friends of ASI Dungarvan to celebrate 1 Year of the voluntary group in operation in Dungarvan. Since its inception families and service users of Alzheimers Society of Irelands Services have been provided with many services including A Day service, a monthly Memory Cafe and dementia awareness training for groups and businesses in Dungarvan. The celebration day provided an opportunity for volunteers, carers, those with dementia and their families to come together for some festive treats and entertainment to reflect and celebrate the groups achievements over the year.

Cappoquin Community Family Event

The community of Cappoquin and others in West Waterford experienced the loss of several members of their community through suicide. This had a massive impact on the local community and SICAP LCGs

who were responding by providing information on relevant supports as needed. To create an opportunity to bring the communities together to support those most impacted by the loss and grief of family and friends SICAP organised a community family event in consultation with the communities. Through organising fun and sport activities for all ages with provision of refreshments the event did bring people together in showing the strength of community in supporting wellbeing.

1.2 2024 Empowered & Sustainable Communities

Action Outcomes

Planned Action Outcomes

SICAP Outcome

2.1 Local Community Groups, Social Enterprises and Networks have increased capacity to support SICAP target groups and thematic focus areas
 2.3 Local Community Groups and Social Enterprises have expanded their services to benefit SICAP target groups and thematic focus areas
 2.4 LCGs and SEs create additional jobs and volunteering opportunities in their communities

Action KPI Targets & Actuals

KPI 1 Target	58	KPI 1 Actual	79
KPI 2 Target	0	KPI 2 Actual	

Action Updates

Mid-Year Update

Of the 35 LCGs fully registered to date a number have identified governance supports and explored potential actions to create sustainability within their community. Many are struggling with volunteer participation on their committee structures to support event planning and organising, administration and governance responsibilities. These issues will be addressed through the progression of the Annual Support Plans. In discussing their social inclusion remit at the registration meeting it has strengthened the organisations understanding of their role in equality and inclusion within their community and the relevance of SICAP to their work.

Grant applications were supported with many organisations applying for Waterford City & County Council Supporting Communities and Enhancing Communities Grants with National Lottery applications. SICAP grants were also promoted during May with final allocations to be approved in June.

Collaboration in Larchville & Lisduggan communities with TASC and the local organisations has led to the launch of the Larchville & Lisduggan People's Transition Report outlining 3 key actions to support climate action and sustainability. The report has led to strengthening of community engagement and local actions plus new collaborations which will inform additional resources in the coming months.

A Community Centre in Dungarvan has been identified as a critical resource to support existing and new groups to develop their programmes and activities. Through a network meeting held last November and a subsequent survey we have invited community organisations, service providers and state agencies to a meeting on June 12th to agree next steps in the process.

End of Year Update

Developmental Supports to Community Organisations
 During the past year developmental support was provided to registered community organisations, with a focus on assisting groups in accessing and managing funding opportunities, compliance with their Constitution and planning annual actions, event planning and day-to-day queries

SICAP Grants

54 LCGs availed of SICAP grants to develop their facilities and activities, organise social and cultural events, strategic planning and small capital items. One barrier for new emerging LCGs is sourcing funding to support set up costs especially insurance. This is ineligible under SICAP and limits their capacity to develop their activities as they have to wait until the following year to apply under the local councils grants.

Governance Supports

Staff provided specific supports to those LCGs who required advice and guidance on reviewing/developing/amending their Constitution, policies and procedures, strategic plans, conflict resolution etc. Due to the issues being LCG specific, SICAP staff facilitated meetings with relevant committees on their needs to ensure they met best practice in line with CRA and CRO. In one rural area SICAP facilitated the merging of two LCGs to form a Company Limited by Guarantee who had identified a site to develop a community and sports facility. Waterford C&C Council had required them to form the company to support their application to lease the site. The new company was established with a new Constitution and structure agreed and they achieved their goal of leasing the site in December following approval at a Council Plenary meeting.

New Groups Emerging

A number of new groups have emerged during 2024 which led to staff spending significant time providing pre-development supports, providing guidance on the set up of the group and accessing funding to ensure sustainability of the group and enabling long term benefits to the local community. Changes to qualifying criteria in Waterford County with WWETB's literacy service and their courses led to many people being left without their social outlet especially in rural areas. In response to this a number of new LCG's have been established in areas where previously there were no groups e.g. Ciorcal Cáirde-new women's group in Ballymacarbry. This led to a collaborative effort by WWETB Community Section and WAP to support these groups in their development. Pre-development supports were provided and help with the development of an action plan. The group has already increased its membership and accessed funding to support its activities. The establishment of groups like Ciorcal Cáirde provides a vital social outlet for in a rural area where social inclusion can be more pronounced.

Succession Planning

Many groups are discussing succession planning to ensure sustainability of the group in the future. In some cases, committees have interested volunteers shadowing each committee role so that there is someone ready to step in to take over the role when the committee evolves and changes. This is done through mentoring of new members and the sharing of knowledge. SICAP staff have been supporting these committees with these changes. This has helped to ensure continuity for groups at times of committee changeover and a clear plan for member progression and replacement. Most importantly, it encourages groups to identify critical roles and skills and seek out or train up members to meet those needs ensure the groups continuity into the future. For other groups they are experiencing challenges in recruiting new committee members due to volunteers' time constraints and the legal responsibility required as a Trustee. We refer LCHs to Waterford Volunteer Centre however they are experiencing the same challenges with a low uptake on such roles.

Support to Men's Sheds: Shed Sustainability Grant Funding 2024

Men's Sheds across the area received dedicated support and guidance to successfully apply for the Shed Sustainability Grant Funding 2024. This initiative offered grants of up to €3,000 to assist with the running costs of their operations. Each shed benefited from support and assistance, ensuring they were equipped to meet the application requirements and maximise their funding opportunities.

Grant Application Support

In supporting LCGs to apply for relevant funding to support achievement of their annual plans, several key issues emerged in a) Transition to Online Applications: The shift to an entirely online application process proved difficult for many groups that were unfamiliar with or lacked confidence in using online platforms. This highlighted the need for additional support, which was provided to ensure these groups could navigate the new system; b) Reduced Allocations: The total budget allocated by the LEP to Waterford City & County Council was halved from previous years, resulting in significant reductions in the funding awarded to community groups. Many groups expressed dissatisfaction with their allocations, as they received only half of the amounts they had anticipated; c) New Reimbursement Requirements: A further complication arose from a new stipulation that required groups to complete their projects and spend the funds upfront before being eligible for reimbursement by funders such as HSE The National Lottery Fund and Waterford C&C Council Local Enhancement Programme. This posed financial challenges for several groups that were not able to cover costs upfront, leading to delays in initiating the project and much uncertainty if it was even possible to complete. In some cases, they were not made aware of this requirement when making their application which led to many of the smaller voluntary groups struggling to come up with the funds and then being frustrated with the whole process with some having to return the grant. This led to many hours of extra administration and frustration for voluntary

groups. In the long term this will result in many groups no longer availing of the available funding. Despite these challenges, the developmental supports provided to community organisations underscored the importance of adapting to changing circumstances and ensuring that these groups are empowered to continue their valuable contributions to the community

Larchville & Lisduggan People’s Transition Project

This project was successful in its outcomes based on the full engagement, guidance and actions supported by 3 LCGs and was our video case study <https://wap.ie/wap-sicap-case-study-2024/>. With the support and collaborative approaches of TASC and SICAP the key outcomes achieved were a) community engagement in developing practical climate action responses to local needs; b) community resilience strengthened within areas identified as disadvantaged/deprived and c) collaborative practices in addressing community needs aligned with local and national government policies With the community as a key partner in the development of the project this strengthened the recommendations of the report launched in June of 1. Green spaces for mental health and a repair café; 2. A community-led space for repair and resource sharing and 3. A ‘whole of community’ approach to retrofitting

The Larchville & Lisduggan Residents Committee were successful in their application for Waterford City & County Council Climate Action funding. This was facilitated by WAP due to advance spending of the fund to support planting of a living orchard within the communities along main walking/transport corridors with planting of shrubs to enhance civic pride with local families and a disability group participating. An Upcycling Workshop was held in October which is leading to the development of a Repair Café project in 2025.

1.3 2024 Collaborations & Networks

Action Outcomes

Planned Action Outcomes

SICAP Outcome

- 2.1 Local Community Groups, Social Enterprises and Networks have increased capacity to support SICAP target groups and thematic focus areas
- 2.2 SICAP target groups are represented and participate in decision-making spaces that affect them
- 3.1 SICAP implementers develop collaborative initiatives with relevant stakeholders that address identified gaps

Action KPI Targets & Actuals

KPI 1 Target	5	KPI 1 Actual	29
KPI 2 Target	0	KPI 2 Actual	

Action Updates

Mid-Year Update

Common themes are being identified through Annual Support Plans to inform potential networks across the city and county. SICAP events are planned for September-November for Men's Sheds, Community Growers and Women's groups to explore network structures and their benefits to enhance existing community activities.

SICAP organised an Integration Services for Migrants event in April for service providers and state agencies who work with and support migrants including BOTPs, IPAs, and Roma. We had 2 speakers from the communities who gave us an insight into their personal journeys which informed the discussions and outcomes of the session. There were three core recommendations of Expanding English Provision and Emerging Issues for BOTPs based on the new 90-day accommodation policy which Waterford Community Integration Forum will discuss and a follow on network event in Q4 to continue with strategic coordination of services and supports within Waterford.

SICAP worked collaboratively on strategic committees to inform local actions and responses including the following. West Waterford Family & Community Hub based in Cappoquin which launched its new premises and is providing strong supports to families in local rural areas including refugees. Waterford Migrant integration Strategy Working Group continues to meet and discuss actions that relate to progression of our local strategy. Waterford Roma Interagency Group actively participated in the development of the new DCEDIY National Traveller & Roma Inclusion Strategy and is one a few active groups in the country. WAP is working with the HSE on new health programmes and resources to support Roma and Migrants. Attended the initial meeting of the newly established Waterford Community Integration Forum and WAP will engage proactively with this and the Working Group when it is established.

Meetings with Waterford Volunteer Centre is leading to stronger collaboration through programme development under New Arrivals funding.

The outcomes/recommendations of the TASC People's Transition Report on Larchville Lisduggan will lead to collaborative actions under climate and just transition. As the two communities are identified as Very Disadvantaged under Pobal Deprivation Index and currently WAP/SICAP is engaging with a collaborative application under Waterford City & County Council and Waterford CYPSC on a Child Poverty application to support initiatives in the communities. Waterford Council are also leading on a collaborative City of Learning initiative which includes South East Technological University with Larchville & Lisduggan identified as key areas.

End of Year Update

Decision-making Structures

Community organisations are informed of relevant local and national structures for they to engage with as members and/or on committees. All SICAP COs are registered with Waterford PPN with many attending local network events and/or representing their community of interest on structures. SICAP staff provide support in mentoring and access to information to enhance participation.

Making the Link

A Making the Link event took part in Dungarvan on November 26th with 60 representatives from local community groups, service providers and state agencies working with and supporting social inclusion in Dungarvan. The event aimed to provide these organisations with an opportunity to meet informally, share information, 'put' a face to the organisation and to create conversations to support local community development and collaborations. World Café Style of networking was utilised as it is designed to create a safe, welcoming environment to connect organisations and share information through small group conversations. This event helped to strengthen communication, information, linkages and partnership between organisations.

Community Growers Gathering 2024

The Community Growers Gathering took place in Mount Congreve and promoted social inclusion and climate action, focusing on disadvantaged communities. The event also supported the Sustainable Development Goals: Good Health & Wellbeing and Sustainable Cities and Communities.

Attended by 58 participants from 19 Community Gardens across Waterford. Featured networking opportunities, a guided tour of the estate and gardens and access to horticultural education and career pathways. Empowered marginalised groups through skills development and career opportunities. Laid the groundwork for the development of a Community Growers Network, with plans for 2025 implementation.

Men's Shed Gathering 2024

In collaboration with the Irish Men's Shed Association and St. Brigid's Family Resource Centre Portlaw Community Resource Hub, this event was held in Portlaw, an area identified as disadvantaged area by

the POBAL Deprivation Index. Bringing together members from 9 Men's Sheds across Waterford County, the event promoted social inclusion, community integration, and skill-sharing. Fostered camaraderie, intergenerational, and intercultural connections. Included workshops & networking opportunities. Emphasised lifelong learning and engagement for marginalised groups. Attendance: 70–80 members. Strengthened community engagement, supported social inclusion, and highlighted the value of inclusivity in disadvantaged areas.

Dungarvan Community Centre Project

A meeting was held with 15 interested organisations in June to focus on supporting the community to identify actions required in progressing a proposal for a community centre in Dungarvan. A Working Sub-Group was established with 3 meetings held to date and a study visit to other Community Centres completed. It was decided that a feasibility study would be a proactive next step. An Invitation to Tender for this was published in December with a consultant appointed. The study which will commence in early 2025 will set out a blueprint for the successful development of a suitable multi-use community hub to support the existing and future needs of emerging community groups and projects.

Anti-Racism Month (March)

Led by our collaborative partner Waterford Integration Service, SICAP co-funded activities with Waterford C&C Council. The calendar of events aimed at highlighting discrimination and racism included workshops with local schools and in libraries, youth music events, community events, a seminar with speakers from European Network Against Racism and a training event with Hope & Courage Collective.

West Waterford Family & Community Hub

Led by our collaborative partners of Barnardos, Tusla and CYPSC, SICAP is an active member of the steering group of this initiative which provides vital supports to families within West Waterford rural communities. A new hub was opened in May in Cappoquin with facilities for Parent & Toddler activities, family counselling, family art & craft projects, parenting programmes etc. The key aim of the project is to develop as a Family Resource Centre when applications are open and to support this SICAP funded a full review of the project with in-person consultations with local parents, schools and other stakeholders.

Waterford Traveller Interagency Group

Led by Waterford C&C Council, SICAP actively participates on TIG to support implementation of the strategic collaborative actions as agreed. A key need identified was extending supports to the Traveller Community in Dungarvan and West Waterford areas. the current Traveller CDP, Mincéirí Portlairge has limited resources to respond to the needs of the community residing in urban and rural areas. SICAP and Waterford C&C Council are co-funding a Needs Analysis to support future planning aligned with the National Traveller & Roma Inclusion Strategy 2024-2028 and funding applications.

Waterford Roma Interagency Group

Led by SICAP with HSE and other stakeholders RIG aims to develop local responses to the National Traveller & Roma Inclusion Strategy 2024-2028. WAP manages two Roma projects to provide critical supports to members of the Roma Community. The Atelier Roma Project with Men & Women's Programmes is funded by DCEDIY and provides training and education supports to tackle barriers experienced by the community including English language and to participate on Safe Pass, HACCP and other courses. The Roma Health Project is funded by HSE to support members of the community in accessing health services with actions aligned with NTRIS and Social Determinants of Health. In 2025 SICAP will work collaboratively with HSE and Waterford C&C Council on a pilot Roma Accommodation Project.

1.4 2024 Community Leadership & Peer Mentoring Network
Action Outcomes
Planned Action Outcomes
SICAP Outcome
1.1 Local areas/communities have built their collective capacity to identify and address their needs 2.1 Local Community Groups, Social Enterprises and Networks have increased capacity to support SICAP target groups and thematic focus areas
Action KPI Targets & Actuals

KPI 1 Target	2	KPI 1 Actual	3
KPI 2 Target	0	KPI 2 Actual	

Action Updates

Mid-Year Update

This action was identified to commence in Q4 however we are currently having conversations with community organisations, partners and staff which are leading to an understanding of key needs for both community leaders and organisations to inform the leadership programme. Through our registered groups we are identifying core skills required to support leadership development for volunteers, staff and community structures. In speaking with those who experience marginalisation including Travellers, Roma and migrants we are gaining insights into challenges and barriers they experience in applying for jobs. Key barrier is discrimination however they also identified gaps in skills e.g. digital literacy re CRM, understanding funding and governance requirements with strategic planning and collaborative approaches. While there are numerous models of leadership programmes for us to deliver, we wish to adapt our approach based on listening to grassroots needs.

Event planning has been identified as a key area of training for migrant groups who avail of Waterford's Cultural Quarter for their events. In conjunction with Waterford Integration Services and WCQ we will deliver a specific programme to cover topics such as volunteer management, budget projections, insurance and risk management with coordinating skills. This training will be delivered in the coming months.

End of Year Update

To progress the action individual meetings with lead organisations for Travellers, Roma and Migrants created strong discussions on current and emerging needs to address challenges and barriers to sustaining our communities. A consistent theme emerging from the meetings was the need for continuous development of volunteers and staff through informal peer training and for this action to remain for the duration of SICAP 2024-2028 to create sustainable approaches. Many expressed concerns as to the level of knowledge and experience required for volunteers as Trustees and staff in meeting funders requirements of reporting, data systems, policy development, risk management and governance especially for those whose first language is not English and/or experience literacy and numeracy difficulties.

In discussing community leadership training with our registered SICAP community organisations they raised concerns as to the level of administration with knowledge and skills required to maintain their governance. They felt as community leaders that they wanted to focus on some basic topics to solidify existing skills and build capacity of their committee members/volunteers. Based on their identified needs we delivered 4 online sessions to support those living in rural areas to participate. The sessions focussed on 1. Group Dynamics in a) developing plans; b) implementation and c) decision-making practices; 2. Committee Skills with a focus on succession planning; 3. Adhering to grant applications criteria on a) financial reporting and b) written reports; 4. Conflict Resolution within voluntary organisations. The successful consultant included 3 months additional support to SICAP community organisations who had specific governance issues.

80 community leaders attended the sessions and the following were key points raised by participants; a) balancing roles and responsibilities with voluntary time and delivery of actions with respect for people's time; b) GDPR and providing meeting minutes to funders; c) clarity on legal structures and role of Trustees as Directors; d) Constitution development, adhering to your objectives through activities delivered etc. e) succession planning, recruitment of new committee members, volunteers inducting volunteers and/or staff; f) public procurement and engaging with funders; challenges experienced by organisations in paying programme costs and then being reimbursed when don't have sufficient funds in bank.

Testimonials included the following – 'Thank you for a very informative session. Educational and very supportive; Great presentation thank you and some beneficial tips! Thank you, John and Waterford Area Partnership, for a very informative presentation. Looking forward to the next one; Extremely informative session tonight thank you both so much. I found it invaluable as we are currently reviewing our rules and constitution. It is so good to have these details tonight to expand on what we had in them already.

The Event Planning & Management Workshops we had planned for November had to be deferred due to the consultant not being available. This will commence in Q1 2025 to support event planning with LCGs and especially those from migrant communities. This is seen as a stepping stone to strengthening community leadership skills and the outcomes will shape future training.

1.5 2024 G1 New Arrivals Community Integration

Action Outcomes

Planned Action Outcomes

SICAP Outcome

- 1.1 Local areas/communities have built their collective capacity to identify and address their needs
- 1.2 New Local Community Groups, Social Enterprises and Networks are formed

Action KPI Targets & Actuals

KPI 1 Target	0	KPI 1 Actual	5
KPI 2 Target	0	KPI 2 Actual	1

Action Updates

Mid-Year Update

Under New Arrivals a calendar of events has been developed to support those who are BOTPs and IPAs. The events include local community gatherings aimed at integration, intergenerational chess tournaments, arts projects, upcoming summer programmes and cultural gatherings. Though the G1 team and activities we continue to encourage local integration which reap stronger benefits through friendships, participating in local activities e.g. youth and drama and strengthening social cohesion. In working collaboratively with Waterford Volunteer Centre, we have strengthened participation on the Star Weaving Project (a national programme aimed at Ending Violence for All in Ireland). Visits to Mt. Melleray, Dungarvan, Tallow and Lismore has led to new groups emerging for the programme with facilities such as community and library spaces used. This has enhanced our links with those living in rural areas, responding to issues that arise during the group meetings, creating links with libraries and awareness of other activities they organise and promote services supporting those who are victims of violence.

A new LCG based in Dungarvan is being provided with pre-development supports including grant applications e.g. Waterford City & County Council Support Communities grant for insurance. In learning about community structures, they are promoting volunteer opportunities, governance, event planning etc. and building their capacity and understanding of the sector.

Other actions outlined in 1.1, 1.2 and 1.3 support this action through integration and strategic coordination of services to support New Arrivals. In participating in the Community Integration Forum we will enhance our response in line with emerging needs as identified in the delivery of our actions and by our partners.

End of Year Update

Ukrainian Community Dungarvan

The Ukrainian Community in Dungarvan were assisted with pre-development supports and with establishing their organisation. They were supported with a number of grant applications which allowed them to become fully insured (local donation) and to organise a number of events to support those living in Dungarvan and wider Dungarvan region e.g. coffee mornings, exhibition for Independence Day, St. Nicholas Day etc. A number of the group members have volunteered with other groups in Dungarvan to help in supporting their activities such as Easter & Summer Camps.

Community Integration & Animation Actions

In 2024 New Arrivals participated positively in small group activities so our activities were adapted to suit their needs across city and county. Integration through English language sessions were held 2-4 times weekly in urban based communities which created an informal setting for people to learn basic conversational English while we provided information and guidance on living in Ireland and their local community in Waterford. The sessions created opportunities in developing sustainable friendships, wellbeing of New Arrivals, access to relevant services and supports, knowledge of Waterford's history and amenities while strengthening confidence in English language to progress to mainstream courses and employment.

In collaboration with Waterford Volunteer Centre monthly sessions were held in 5 rural accommodation centres to engage New Arrivals as part of the One Billion Stars which was launched in 2021 to encourage communities around the world to weave stars as symbols of hope, courage, and solidarity to end all forms of violence, including violence against women. The project brought together all ages, backgrounds, nationalities and gender with participants engaging in conversations on local issues, community events, access to services and the impact of domestic violence on individuals, families and communities. Through the Volunteer Centre participants were encouraged to engage within their local communities as volunteers and the positive benefits of being actively involved.

A calendar of age-appropriate events across city and rural communities continued to build integration and social connections to address misinformation. The events were held in local community centres and libraries to enhance awareness of the services available in local communities and included Chess Tournaments, board games, sharing and celebrating cultural events. .

Collaborative Actions

In collaboration with our Community Integration Forum members, we created additional opportunities for New Arrivals to engage in art, craft, music, drama, festive occasions, visit local historic and visitor amenities, weekly coffee information mornings etc. through funding and access to facilities. This collaborative approach is very effective within communities especially those who are rural based. New Arrivals reside in isolated, rural areas and through outreach and animation approaches we encouraged participation in local community events, SICAP activities and Goal 2 courses.

As a member of the Community Integration Forum, we organised a network event for frontline workers and services working with all migrants (a second one had to be postponed due to a fire at the meeting location). The event was facilitated by South East Technological University and one of the local IPA residents gave his personal story and how he accessed the services to support his integration. The discussion groups held during the event reiterated the challenges frontline workers have consistently encountered in responding to existing and emerging needs of BOTPs and IPAs. The ever-changing environment is a barrier to integration and wellbeing for New Arrivals. Staff wellbeing was also discussed as many who attended had been involved since March 2022 and had either adapted their activities to meet the new demands or had accessed funding to provide additional supports and services.

Challenges experienced by New Arrivals and for SICAP in responding to needs we identified included: The ongoing key issue is language and literacy supports for all migrants with SICAP Goal 2 delivering the Failte Isteach programme to build confidence in basic English as a stepping stone to other courses. Remote locations of residential centres creates isolation and challenges in delivering collective activities where transport, childcare, language etc is needed to support participation. Our activities have adapted to ensure we provide continuous, sustainable supports.

Ukrainians in Waterford centres received letters from DCEDIY on moves to other areas at different stages during the year. This added to stress and trauma experienced by all age groups due to uncertainty as to their new location. For staff it delayed delivery of key actions including community integration events while we supported individual queries on accommodation options, access to school, GPs, dentists etc. SICAP staff are not informed of relocations however we are the frontline workers in providing responses.

2.1 2024 Lifelong Learning and Education

Action Outcomes

Planned Action Outcomes			
SICAP Outcome			
1.1 SICAP target groups are informed about lifelong learning supports and services 3.1 SICAP implementers develop collaborative initiatives with relevant stakeholders that address identified gaps 1.3 SICAP target groups at risk of early school leaving progress their formal education 1.2 SICAP target groups complete lifelong learning programmes			
Action KPI Targets & Actuals			
KPI 1 Target	0	KPI 1 Actual	
KPI 2 Target	270	KPI 2 Actual	368
Action Updates			
Mid-Year Update			
Delivery of Lifelong Learning Programmes The Driving Ambitions Programme continued its successful trajectory with two sessions in the first half of 2024. This Driver Theory Training Programme, aimed at engaging individuals distant from social and economic markets, commenced on February 8th with 13 participants, 12 of whom went on to take the theory test. A second session began on May 16th with another 13 participants, concluding on June 20th. This programme enhances mobility and employment opportunities for our participants. Workshops & Courses for Community Groups After extensive consultation with community groups across Waterford City and County, we organized a variety of workshops and courses tailored to their needs. The Conscious Crafting Workshop in Portlaw provided older women with a unique experience of upcycling old books into secret treasure boxes, attended by 10 participants. The Sewing Programme for the Atelier Roma Programme ran from April 2nd to April 30th, engaging 14 learners. This five-week course covered a wide range of sewing skills, aimed at empowering a marginalized group of women. A six-week Woodwork Skills Programme took place from April 10th to May 8th, also part of the Atelier Roma Programme, teaching essential skills like cutting, planning, and joining timber, with an emphasis on safety. We organized a three-week Furniture Upcycling Programme from April 11th to April 25th for the Active Retirement Group in Portlaw. Participants learned to upcycle small household items, promoting sustainability and creative reuse. The Conscious Crafting Workshop for a women's group from the Sacred Heart FRC ran two sessions from April 15th to 22nd. These "Layer Cake Workshops" allowed participants to explore mono printing and create festive 'cakes,' reflecting on life's joys. From April 23rd to June 4th, ten parents from Scoil Lorcáin, a DEIS school, participated in a Horticultural Programme. This programme covered organic food growing fundamentals, offering hands-on experience and promoting sustainability. Responding to a request from service users of Carriglea Cáirde (Disability) Services, we initiated a Smartphone Photography Programme on May 9th. Over four weeks, eight participants learned effective smartphone use and photography fundamentals.			

International Women's Day 2024

Our 2024 International Women's Day event, organized by Goals 1 and 2, was a resounding success. Attended by over 60 women, including Ukrainian refugees and members of new and Irish communities, the event featured powerful testimonials and creative expressions. A Sudanese community member shared her integration journey into Irish society, while a Ukrainian participant recited original poetry. The event included a dance workshop and informal networking sessions, enhancing community bonds and cultural understanding.

Routes to Progression & Referral

We conducted six-month callbacks to all individual beneficiaries (IBs) to assess their progress and address any additional support needs. During these follow-ups, we provided referrals, advice, and information about SICAP programmes, ensuring continuous support and guidance.

There is ongoing collaboration between WWETB services and our 2.2 action team, facilitating continuous access to information about formal, community, and adult education, as well as unaccredited programmes and workshops.

Action 2.13 Children & Families (non-caseload)

We conducted Resilience Workshops for 12 sixth-class students at Portlaw National School, a DEIS school, focusing on building mental fortitude and coping skills.

Our Learning for Life Programme, in collaboration with Waterford School Completion na Siuire and SETU, introduced 60 sixth-class students from three DEIS schools to the third-level educational environment through sample SETU classes.

In the first half of 2024, we approved small grants for four individuals, ranging from €240 to €400, to support their educational needs. These beneficiaries included a long-term unemployed individual, a person with a disability, and two migrants whose primary income was low-paid and uncertain. This financial support provided essential resources to help them pursue their educational goals and improve their socio-economic standing.

Information and referrals to community, further, and higher education opportunities are continuously provided through our WAP/SICAP social media pages. These efforts facilitate individual self-referrals and connections with colleges of further education, community providers, and DPCs. Additionally, we distribute information on SICAP education supports at all our events.

Lastly, we partnered with Barnardos to run Easter Wellbeing Camps in Dungarvan for 25 children aged 7 to 10 from SICAP target groups, promoting overall wellbeing through a mix of recreational and educational activities.

End of Year Update

Total Individual Interventions and output for this Action in 2024 was 701 comprising Group/Workshop Activities, Labour Market related courses one-to-one meetings and soft skills and wellbeing initiatives. Provided small education grants to New Arrivals (NAs) to a maximum of €400. The grant was awarded to NAs undertaking fulltime Further Education courses as well as online and part-time courses. NAs participated in Lifelong Learning programmes, such as horticulture. English language was a barrier at times, these NAs were referred to the SICAP English Language Programme.

2.1 Outreach work was undertaken to assess what individuals required from SICAP Lifelong Learning Programmes. After which, tutors were sourced and programmes developed to meet the needs identified.

2.1 Organised a workshop for adults who are neurodivergent to identify ways they can access education and reach their goals

2.13 developing collaborative approaches with stakeholders

In its third year, WAP Summer Camp Initiative 2024 extended collaboration and worked with 9 agencies, coordinating and co-funding 450 summer camp places for New Communities, Children with Disabilities & those living in disadvantaged areas. WAP recruited 12 local summer camp providers who offered subsidised spaces and WAP hired tutors to deliver bespoke programmes based on the needs identified by partners. These partners included Waterford Sports Partnership, LAIT under Waterford Council, Barnardos, DEIS schools, School Completion Programme, Foroige, Tusla, Autism Support Dungarvan and Waterford Immigration Network. By working together and pooling resources, all agencies were able to offer a variety of supports which benefited the families and promoted integration, thus enhancing wellbeing and a sense of community in the summer months.

As part of this action 450 Children participated Summer Camp access programme designed to enable children from Deis schools and target group families including New Arrivals to integrate in mainstream summer activities. 35 Children with disabilities availed of Special Needs Assistance through the summer camp initiative

SICAP Outcomes for this Action.

SICAP target groups participate in activities to improve their soft skills and wellbeing 617

SICAP target groups at risk of early school leaving progress their formal education 70

2.2 2024 Employability & Labour Market Prospects.

Action Outcomes

Planned Action Outcomes

SICAP Outcome

2.4 SICAP target groups progress into self-employment and establish businesses, including social enterprises

2.1 SICAP target groups are informed about labour market supports and services

2.2 SICAP target groups are better prepared to enter the labour market

3.1 SICAP implementers develop collaborative initiatives with relevant stakeholders that address identified gaps

2.3 SICAP target groups progress to employment

Action KPI Targets & Actuals

KPI 1 Target	0	KPI 1 Actual	
KPI 2 Target	330	KPI 2 Actual	456

Action Updates

Mid-Year Update

In early 2024, meetings were held with local agencies and community groups to identify training needs for the year. Emphasizing Disabled People, a schedule of training programs was developed with agencies such as REHAB Vitahub, Employability Services, and WIDA. Action 2.21 has continued its progressive and collaborative program with Vitahub, working alongside 2.1 Personal Development, 2.2 Education & Lifelong Learning, and 2.4 New Arrivals to support individuals engaged with SICAP in 2024. As of May 2024, 13 pre-employment entry-level programs have been delivered:

- Manual Handling: 3 programs with 30 participants
- Safe Pass: 1 program with 14 participants
- Barista: 7 programs with 30 participants
- Customer Service: 2 programs with 19 participants

Additionally, 25 industry-related grants have been applied for, with 8 approved. These grants support training in areas such as Security, Forklift Driving, Computer, and Beauty training. By the end of May, 72 individuals have registered, engaged in pre-employment training programs, or accessed grant supports.

Start Your Own Business Mentoring

WAP/SICAP provides business mentoring from both City and County offices. The business mentor works closely with DEASP case officers to support applicants on BTWEA or STEA schemes, developing business plans and accessing additional mentoring and training supports. Clients are assisted through their first-year end and ROS return. Over 100 individuals have availed of this service as of May 15, 2024.

Start Your Own Business Workshops

WAP/SICAP offers courses introducing self-employment, covering legal, financial, and marketing basics. Delivered in both the City and County, these workshops were attended by 25 individuals. In partnership with LEO, WAP/SICAP covered the cost of 50 additional places for clients on the BTWEA scheme, with 25 individuals referred to and attending this training.

Manual Bookkeeping

This introductory course helps participants understand and maintain proper business records. Delivered twice this year, it involved two weekly workshops and follow-up meetings. Out of 14 invited, 9 attended.

End of Year Accounts

This course prepares clients for Form 11 completion, building on the bookkeeping course. It includes two group sessions and one-on-one meetings for individual queries. Of the 18 invited, 12 attended.

Digital Strategy

Introduced in 2023, this workshop teaches skills for leveraging social media to grow a business. Participants leave with a six-month social media strategy. 22 people attended.

Market Trading

Added in 2024, this workshop provides an overview of running a trading stall. Delivered in a panel format, it included speakers like a Social Media Strategist, Market Traders, the WQC Market manager, and the WAP Enterprise Support Coordinator. 20 people attended.

HACCP Training

A small workshop was delivered to 3 clients aiming to become self-employed in the food industry. In collaboration with IASIO, we provided Safe Pass, MEWP, forklift, and SYOB training, along with one-on-one mentoring for people having criminal history

End of Year Update

Total Individual Interventions and outputs for this Action in 2024 was 1231 comprising Group/Workshop Activities, Labour Market related courses one-to-one meetings and soft skills and wellbeing initiatives. The grant process has once again provided very successful enabling individuals to access training not provided under SICAP and which they would be unable to afford themselves. In 2024 a total of 55 grants were applied for, with training ranging from Fork Lift Driving to Security and Beauty courses to TEFL. Employment opportunities were improved for the majority of those who received funding with very positive feedback.

SICAP Outcomes for this Action.

SICAP target groups participate in activities to improve their soft skills and wellbeing 24

SICAP target groups are better prepared to enter the labour market 1074

2.3 2024 Soft Skills and Wellbeing

Action Outcomes

Planned Action Outcomes

SICAP Outcome

3.3 SICAP target groups soft skills and/or wellbeing improved
 3.2 SICAP target groups participate in activities to improve their soft skills and wellbeing
 3.1 SICAP target groups are informed about soft skill and wellbeing supports and services
 3.1 SICAP implementers develop collaborative initiatives with relevant stakeholders that address identified gaps

Action KPI Targets & Actuals

KPI 1 Target	0	KPI 1 Actual	
KPI 2 Target	150	KPI 2 Actual	238

Action Updates

Mid-Year Update

In the first six months of 2024, we provided support to up to 110 individual beneficiaries through 16 comprehensive Personal Development and Wellbeing programmes across Waterford City and County. These programmes were strategically designed to address the unique needs of various target groups, including disabled individuals, residents of disadvantaged areas, and members of new communities.

Our efforts were made possible through robust partnerships with several key organizations, including Respond Housing, the Waterford and Wexford Education and Training Board (WWETB), Brothers of Charity, REHAB Care, DEIS schools, LAIT, Waterford Council, and the Social Prescribing network. Together, we developed and delivered a diverse range of programmes that focused on enhancing the wellbeing and personal development of our participants.

Among the initiatives were four Healthy Cooking programmes aimed at promoting nutritious eating habits and culinary skills. We also facilitated three Dance Fitness sessions that combined physical activity with the joy of dance, fostering both physical health and social connection. Our four Mindful Yoga classes offered participants a serene space to practice mindfulness and physical relaxation, contributing significantly to their mental and emotional wellbeing.

Life coaching was another critical component of our offerings, with two workshops designed to empower individuals through goal setting and personal growth strategies. Additionally, we organized two Craft Programmes and a Craft Workshop, providing creative outlets for self-expression and skill development.

Our commitment to broadening the scope of our outreach was further demonstrated through the implementation of two non-caseload events. In celebration of International Women's Day, we collaborated with WWETB and Creative Communities WWCC to host an event that engaged 145 non-caseload participants. This event highlighted the importance of gender equality and empowerment through a series of interactive and educational activities.

Pre-engagement workshops were conducted with participants from the Social Prescribing Project across both the city and county, serving as a preliminary introduction to our comprehensive support services. Additionally, we offered Taster Aromatherapy Workshops, which attracted 30 non-caseload participants, introducing them to the therapeutic benefits of aromatherapy.

These varied programmes and events collectively underscore our dedication to fostering a supportive and inclusive community environment. By leveraging strategic partnerships and a diverse array of initiatives, we have made significant strides in improving the personal development and wellbeing of the individuals we serve.

End of Year Update

Total Individual Interventions and outputs for this Action in 2024 was 447 comprising Group/Workshop Activities, Labour Market related courses one-to-one meetings and soft skills and wellbeing initiatives. By working strategically with community education dept in WWETB in the planning phase, SICAP was able to carry out pre-engagement programmes with Respond Housing participants in Q1 who were in line to avail of REACH programmes as REACH funding was drawn down in Q2. WAP also worked closely with Social Prescribing, a project that provides one to one support. Through our relationship, SICAP was able to complement the work of Social Prescribing by running therapeutic programmes such as aromatherapy and mindful art, thus providing additionality for people affected by mental health issues and social isolation.

Delivered Cross action supports, and cross goal supports through the provision of personal development programmes for residents in IPAS and unemployed migrants including healthy cooking, dance, yoga.

SICAP Outcomes for this Action

SICAP target groups participate in activities to improve their soft skills and wellbeing 441

SICAP target groups are better prepared to enter the labour market 6

5 Children and Families Non Caseload Events for this action: 2024 WAP/ASD Christmas Event, WAP/Respond Housing Christmas Family Event, WAP/SCP/SETU Learning for Life.WAP/TWC Christmas Family Event in collaboration with Other funders/resources: Waterford CYPSC, Together We Can community group Lismore, Barnardo's West Waterford Wellbeing Project, LAIT, Waterford Council, Foroige, Autism Support Dungarvan, CP na Siuire to run Learning for Life programme with SETU so that 6th class children from 3 DEIS schools could experience 3rd level subjects once a week for 12 weeks. Mount Sion-Inner City De La Salle-St Stephen's-Inner City Scoil Lorcain-St John's Park

2.4 2024 New Arrivals

Action Outcomes

Planned Action Outcomes

SICAP Outcome

3.2 SICAP target groups participate in activities to improve their soft skills and wellbeing

3.1 SICAP implementers develop collaborative initiatives with relevant stakeholders that address identified gaps

2.4 SICAP target groups progress into self-employment and establish businesses, including social enterprises

2.2 SICAP target groups are better prepared to enter the labour market

1.2 SICAP target groups complete lifelong learning programmes

Action KPI Targets & Actuals

KPI 1 Target	0	KPI 1 Actual	
KPI 2 Target	199	KPI 2 Actual	354

Action Updates

Mid-Year Update

Since February 1, 2024, Waterford Area Partnership. has experienced a significant increase in the number of students attending our English classes, with a total enrollment of 204 people. The distribution of these students across various locations is as follows: Waterford City has 112 students, including 2 individuals from other nationalities. Greenway Manor Hotel has 17 students. Tramore has 29 students. Dunmore East has 1 student. Dungarvan has 37 students. Dungarvan, Clonea EROC has 8 students. Among these students, the vast majority, totaling 196, are Ukrainians. The remaining 10 students come from diverse backgrounds, including Pakistan, Afghanistan, Syria, and the Dominican Republic.

Since 2023, Waterford Area Partnership. has built a dedicated team of 22 volunteer tutors to facilitate the learning process. The breakdown of tutors by location is as follows: Waterford has 12 tutors. Tramore has 5 tutors. Dunmore East has 1 tutor. Dungarvan has 4 tutors. In the first six months of 2024, we have welcomed 6 new tutors to our team: Waterford has 4 new tutors. Tramore has 1 new tutor. Dungarvan has 1 new tutor. This brings the total number of tutors in 2024 to 28, with the updated distribution being: Waterford has 16 tutors. Tramore has 6 tutors. Dunmore East has 1 tutor. Dungarvan has 5 tutors.

Since the beginning of February 2024, we have formed 28 groups to cater to the educational needs of our students. The distribution of these groups is as follows: Waterford has 17 groups. Dungarvan has 6 groups. Tramore has 4 groups. Dunmore East has 1 group.

As well as coordinating classes, our English language tutor, who is directly employed under the New Arrivals budget, is responsible for 5 groups, comprising a total of 48 students. The distribution of these students is as follows: Waterford has 2 groups with 23 students. Greenway Manor Hotel has 2 groups with 17 students. Dungarvan, Clonea EROC has 1 group with 8 students. Out of these 48 students, 40 are Ukrainians and 8 come from Afghanistan and Syria.

Community Collaboration and Education Outreach:

Continued collaboration with the Adult Education Centre to organise classes for remotely located long-stay centers, ensuring accessibility to education and support for individuals in distant areas such as the Greenway Manor Hotel.

Also, in collaboration with WWETB, a SafePass course with translation has been organised, which will take place on June 12th. A questionnaire was created for this, and about 60 people signed up for it.

Community Engagement and Support:

Conducted Thursday coffee mornings with the Red Cross, providing support to Ukrainians and refugees, addressing their needs and queries.

Visited rest centers and DPC (Portree house, Birchwood and Shalom house, Eroc) in Waterford city and county to identify problems and offer assistance to residents.

Also, we continue to provide non-case load informational support on the Waterford Chat Telegram channel by posting announcements about all events, courses, and programs conducted by various organisations, including the Waterford Area Partnership.

Training Programs and Language Classes:

A CV and Interview Skills course was organised without translation. The total number of participants was 12, with 8 Ukrainians and 4 of other nationalities. Also, by the end of June, there are plans to conduct two manual handling sessions, one CV & Interview Preparation course, as well as SafePass for a total of 48 participants.

Supporting Personal Development Programs:

Actively contributed to engaging New Arrivals in personal development programs aimed at enhancing health and well-being across the city and county (fitness, dance and cookery program).

In summary, Waterford Area Partnership. has made substantial progress in expanding its educational reach and resources over the past six months. We have successfully integrated a diverse student body, increased our tutor base, and formed numerous groups to ensure effective learning. Moving forward, we remain committed to providing quality education and supporting our students in achieving their language learning goals.

End of Year Update

Total Individual Interventions and outputs for this Action in 2024 was 762 comprising Group/Workshop Activities, Labour Market related courses, one-to-one meetings, and soft skills and wellbeing initiatives. In 2024, the following supports were provided to New Arrivals under SICAP:

Targeted Employment Programs: This included training in manual handling, HACCP (food safety), CV preparation, and interview skills.

English Language Classes: These were offered across different levels in private English language schools to facilitate better integration and communication.

Information Support: Delivered at Designated Accommodation Centres, Direct Provision Centres, and Temporary Protection Applicant Accommodation Centres to ensure individuals were informed of available resources and pathways.

Grant Support: Financial assistance was provided for training and employment courses and programs to enhance skills and opportunities.

One of the most successful projects in 2024 was the provision of English language courses in private schools. This initiative addressed the diverse needs of New Arrivals, offering tailored solutions for different proficiency levels—from beginners and intermediate learners to advanced courses, such as IELTS preparation. The program supported individuals aiming to validate their qualifications, enter universities or colleges, or improve their language skills for employment and integration.

The project's success lay in its universal accessibility. It was suitable for participants of all ages, genders, and backgrounds, ensuring inclusivity and equality. This flexibility made it an ideal solution for New Arrivals facing barriers to accessing education through mainstream systems like ETB, which struggled to meet the demand for English classes in 2024.

The importance of this project cannot be overstated, as language is a critical tool for integration. Many in the target group lacked adequate hours of language, limiting their ability to progress quickly. This program filled that gap, enabling participants to:

- Achieve faster social integration.
- Gain confidence in navigating daily life.
- Enhance employability and access to further education.

This initiative demonstrated how targeted, scalable programs could directly address gaps in mainstream services and facilitate meaningful integration for New Arrivals. Its replicability makes it an excellent model for other SICAP implementers facing similar challenges.

All programs—employment training, grants, English classes—were fully accessible, regardless of gender, race, religion, or other factors. Information was disseminated widely through refugee centers and platforms like WhatsApp and Telegram. Key collaborations with WWETB, the Red Cross, TUSLA, and the Waterford Integration Team enabled impactful initiatives, including Family Day at Bishop's Palace, English language courses in rural areas, SafePass training, childcare grants, Building Strategic Coordination of Services in Waterford Event, summer camp provision program, and the IELTS Preparation Course with WAP's Integration and Employment of Migrants Programme (IEM). These partnerships ensured inclusion and equity while strengthening community coordination.

SICAP Outcomes for this Action:

SICAP target groups at risk of early school leaving progress their formal education 6

SICAP target groups prepared for the labour market 463

SICAP target groups participate in Soft Skills and Wellbeing initiatives 294