



Social Inclusion &
Community Activation
Programme

Annual Plan Report: 2025

**Waterford Area Partnership
Waterford City & County (24-1)
Waterford**



Rialtas na hÉireann
Government of Ireland



Arna chomhchistiú ag
an Aontas Eorpach
Co-funded by the
European Union



Annual Plan Report

Total Annual Budget	€1,728,643.00
Subcontractor costs do not exceed 30% of annual budget	Yes
Total Grant costs do not exceed 7.5% of total action costs	Yes

Annual KPI Targets	
KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	79
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	949

Disadvantage Target	
Percentage of individuals supported that fall into one or more local priority target group(s)	88.00%

Local Priority Target Groups	2026 LP target (%)	2028 LP target (%)
People living in disadvantaged communities	29.00%	32.00%
People living in households that are jobless or are in low-paid and/or precarious employment	42.00%	46.00%
Disabled People/People with Disabilities	8.00%	10.00%

Total Costs: New Arrivals	€275,887.00
Total Administration Costs	€61,701.56
Total Action Costs	€214,185.44

Administration Costs: New Arrivals	€61,701.56
Administration costs as a percentage of annual budget	22.36%
Total Financial/Professional Fees/Staff Training/Other	€0.00
Total Indirect Salary	€61,370.56
Total Office/Administration/Establishment	€331.00
Total Travel and Subsistence	€0.00

Goal 1 Action Costs: New Arrivals	€77,744.21
Goal 1 action costs as a percentage of total action costs	36.30%
Goal 1 non-salary costs	€33,593.55
Goal 1 direct salary costs	€44,150.66

Goal 2 Action Costs: New Arrivals	€136,441.23
Goal 2 action costs as a percentage of total action costs	63.70%
Goal 2 non-salary costs	€48,139.73
Goal 2 direct salary costs	€88,301.50

Total Costs: SICAP	€1,452,756.00
Total Administration Costs	€363,189.18
Total Action Costs	€1,089,566.82

Administration Costs: SICAP	€363,189.18
Administration costs as a percentage of annual budget	25.00%
Total Financial/Professional Fees/Staff Training/Other	€0.00
Total Indirect Salary	€268,820.11
Total Office/Administration/Establishment	€94,369.07
Total Travel and Subsistence	€0.00

Goal 1 Action Costs: SICAP	€457,618.16
Goal 1 action costs as a percentage of total action costs	42.00%
Goal 1 non-salary costs	€134,331.83
Goal 1 direct salary costs	€323,286.33

Goal 2 Action Costs: SICAP	€631,948.66
Goal 2 action costs as a percentage of total action costs	58.00%
Goal 2 non-salary costs	€221,133.69
Goal 2 direct salary costs	€410,814.97

(2025) 1.1 2025 Inclusive Communities

Action Details

Targeted location within CAB/Lot

Local Priority Target Group 1 - People Living in Disadvantaged Communities (deprived small areas Waterford City, Dungarvan, Mid & West Waterford). 80 small areas are designated Disadvantaged, 17 as Very Disadvantaged and 4 as Extremely Disadvantaged.

Rationale

Key aim of this action: To build inclusive communities with Local Community Groups and Networks to strengthen engagement, civic pride and community spirit through collective action and community animation.

SICAP develops practical responses in allocating our resources to meet community needs which are identified through consultation, active listening and community planning. Through engagement with SICAP Programme, LCGs act as a conduit for SICAP in identifying key needs within their community in supporting our target groups and focus areas, promote our supports and services including Goal 2 activities. Inclusive Communities actions organised by LCGs and/or SICAP provide the basis for coordination with local community and voluntary groups and statutory providers in combining resources, creating innovation, strengthening community development and community animation. Within the Waterford Lot, SICAP operates across urban and rural communities which creates different responses based on the dynamics and characteristics of the local area.

In supporting LCGs with their annual plans and fostering inclusive communities we strengthen their capacity based on community development approaches of empowerment and collective action with human rights and equality.

The rationale for this action is based on:

- Local Community Groups (LCGs) are the gateway to our communities and play a critical role in bringing local people together to sustain community spirit through innovative activities based on their local knowledge of local needs. Through resident associations, Men's and Women's Sheds and community groups focussed on families, youth, older people, migrants, environment etc. our communities are vibrant, inclusive and innovative in using their natural resources and abilities. In leveraging their natural resources effectively, they actively engage with numerous SICAP target groups through their activities and programs, addressing social inclusion, promoting health, well-being, and connectivity within their local communities.
- The role, engagement and leadership of LCGs in responding so proactively to both Covid-19 and the Ukrainian war crises were pivotal in supporting SICAP and other partners in developing and delivering practical responses with the outcomes evident to this day. They harnessed their community spirit of inclusion, neighbourliness and welcome which is very evident in their ongoing actions which SICAP continues to support. LCGs are a critical collaborative partner for SICAP in co-designing responses to community needs and we build sustainable relationships with positive outcomes for SICAP target groups e.g. 1.1 Local areas/communities have built their collective capacity to identify and address their needs.
- SICAP Programme provides resources to urban and rural communities with LCGs leading on collective activities to support participation of those most hard to reach through economic, social and cultural activities. Our communities have special characteristics and synergies unique to their locality based on urban and rural settings and this lends itself to creative and diverse approaches aligned with community animation and community development principles of participation and collective action. Many of our rural communities have accommodation centres for IPAs and/or Ukrainians which has impacted both positively and negatively on their communities.
- While some LCGs and local communities have dealt with the misinformation and far-right rhetoric that has caused division in many communities the majority continue to provide critical supports for those impacted by both crises and consistently demonstrate their commitment to community animation through social and cultural integration activities. SICAP and other partners continue to link with LCGs and community leaders as their local

knowledge and connectivity 'opened doors' leading to practical and personal activities that fostered a sense of belonging and integration, particularly in rural areas.

- In recognising the root causes of social and economic exclusion LCGs develop community animation approaches to promote and ensure their community is welcoming and inclusive and d strengthens their capacity to address the barriers that exist due to isolation, racism, homophobia and discrimination.

- Additional barriers to inclusion and integration are experienced by specific SICAP target groups and in particular those with a disability and members of the Traveller and Roma communities. Local strategies e.g. Traveller Interagency Strategy and Migrant Integration Strategy all speak to the positive impact people experience in having a sense of belonging within their community. SICAP collaborates with lead partners e.g. Mincéirí Portlairge (Traveller CDP) and Waterford Integration Services on events such as Traveller Pride Week and migrants' celebration events e.g. Ukrainian Independence Day to highlight their cultures and the positive contribution they make to their community.

SICAP works collaboratively with LCGs to support inclusion of all SICAP Target Groups and Thematic Focus Areas on activities to create and sustain inclusive communities. Networks of LCGs built on mutual interests are emerging with learning captured from existing structures with examples of

- Tallow Community Council and Lismore For All. Tallow Community Council is a collective of 9 rural based LCGs who organise the 3-day Tallow Toastal Festival, Christmas activities with local schools and youth groups, older people's group etc. Many nationalities reside in the community including Polish, Brazilian, Nigerian and Ukrainian who all participate in the community activities, promoting their culture through food, dance, music and crafts.

- Lismore For All emerged in 2023 following their local hotel being designated as an IPA accommodation centre with eighty-seven residents. The group is a powerful model of community resilience in developing a community response to an initial negative reaction from local businesses and residents who had 'lost' their local hotel and tourism income. Their leadership and immediate response to ensure a welcome to their new residents is continuing through a calendar of events delivered through collective activities such as summer camps, Christmas events and cultural sharing activities.

- Networks are emerging form SICAP events organised in 2024 for Community Growers, Men and Women's Sheds Network with many of their members from SICAP target groups and focus areas. The events created opportunities for the LCGs to share their knowledge of craft making and bee keeping, builds friendships and through a public invitation encourages new members. Waterford has 2 New Communities Sheds for Men and Women.

Waterford's SICAP Programme provide local communities with the resources to strengthen their actions and outcomes in continuing to build engagement, civic pride, community spirit and animation. Their registration and engagement with the SICAP Programme creates sustainable outcomes for social inclusion actions supported by Goals 1 & 2.

Description

Key SICAP actions are based on outreach & targeted strategies to reach those who are most marginalised within our communities through:

- a) SICAP staff are based in outreach offices across Waterford city and Dungarvan with direct access through drop-in clinics and/or staff attendance at LCG and community meetings within their urban/rural communities. This approach is effective in solidifying our ongoing relationship with community organisations, services providers and state agencies in delivering local responses to local needs within local communities.
- b) Promotion of SICAP supports and programmes through information leaflets, community notices, local shops, existing community and sporting groups, stands at community events, community leaders, word of mouth and social media, adhering to Universal Design principles with translation where possible
- c) SICAP staff attend community events to promote our services and support. In working collaboratively with Healthy Waterford, Waterford PPN and other partners we organise 5/6 Community Roadshows across Waterford city and county communities. This brings the services directly to local communities and enhances access to and awareness of relevant supports.
- c) SICAP registration process and Annual Support Plans support LCGs to self-identify their social inclusion focus aligned with SICAP framework and delivering key actions aimed at those most hard to reach and alleviate barriers to participation. In co-designing responses to local needs LCGs identify collective actions, funding required for operating costs including insurance, resources e.g. venues and volunteers and collaborative partners.
- d) LCGs will be provided with practical resources, skills and toolkits to address misinformation and far-right messaging through the delivery of the new DRCD Community Connect Project in 2025. The project is aimed at building the skills of local communities to promote their activities and work in a positive way without the fear of attracting negative comments within the community and on social media. This is a collaborative action with 1.5 New Arrivals
- e) SICAP led integration activities are delivered through strategic partnerships with LCGs and other partners to meet outcomes of local strategies including Waterford LECP, Traveller, Roma and Migrant strategic plans etc. Our activities and events enhance participation of non-caseload beneficiaries leading individuals to engage with their community and other supports and services including Goal 2. In each actions we include all SICAP Target Groups and Thematic Focus Groups to support inclusion
- f) SICAP will provide resources to emerging Networks in developing their structures and delivering actions to enhance integration & inclusive communities through community animation activities, In building local networking and collaborative approaches within communities of interest, integration and wellbeing is enhanced for those experiencing exclusion and barriers to participation.

Outcomes from this action will strengthen inclusion and integration through community-based activities with migrants and other marginalised groups participating and encouraged to engage as volunteers, a step to they becoming active citizens within their community. LCGs through the SICAP registration process predominately identify their primary target group as People Living in Disadvantaged Communities as all are included e.g. families experiencing economic deprivation due to cost of living, lone parents, unemployed/jobless households, young people, those with a disability, criminal history, low education attainment and migrants. This ensures that all are included and the same approach is taken by SICAP in initiating and delivering our community activities.

The vision of Sustainable, Inclusive & Empowered Communities 2019-2024 (Government of Ireland) is 'to create vibrant, sustainable, inclusive, empowered and self-determining communities that support the social, cultural and economic well-being of all members', aligns with grassroot communities as they affect positive social change for those living in their locality.

Target Group/Area	
Target Group	People living in disadvantaged communities
Target Group	Refugees

KPI Targets	
KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	14
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	

Action Outcomes
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 Costs	Total	Goal 1	Goal 2
Total	€20,331.83	€20,331.83	
SICAP	€20,331.83	€20,331.83	

Collaborative Partners
LDC Collaboration

LECP Objectives
5.2
5.3
7.1
7.2
8.1

(2025) 1.2 2025 Empowered & Sustainable Communities

Action Details

Targeted location within CAB/Lot

Local Priority Target Group 1 - People Living in Disadvantaged Communities (deprived small areas Waterford City, Dungarvan, Mid & West Waterford). 80 small areas are designated Disadvantaged, 17 as Very Disadvantaged and 4 as Extremely Disadvantaged.

Rationale

The key aim of this action: Local Community Groups and Networks are empowered to co-design and implement actions strengthening social inclusion, community planning and governance.

Implementation of the new SICAP Programme 2024 to 2028 required staff to review the new documentation i.e. Community Organisations Registration Form and Annual Support Plan template in line with the Programme Requirements to ensure information presented to LCGs was succinct to support completion of same. The completion of their Annual Support Plans identified key actions to support the empowerment and sustainability of LCGs. This informs the interventions required to meet LCG needs through consultation, active listening and community planning. Our work adapts to meet the priority needs of the community in line with SICAP Programme Requirements embedded by community development practices of collective action, empowerment, participation, equality, climate justice and sustainability within local communities, either area or issues based.

The rationale for this action is based on:

- Individual registration meetings with LCGs supported discussions on the requirements and social inclusion to inform LCGs who were registering with us. LCGs found the new Annual Support Plan template challenging to complete and align their actions to the themes/outcomes due to such a strong focus on governance and capacity building. This led to the registration process being more time-consuming with follow up meetings to ensure LCGs had clarity on the 'ask' and benefits of registering with SICAP in meeting their local community needs. Through the registration process staff reaffirmed SICAPs key objectives in addressing social inclusion within local communities which laid a strong foundation of LCG engagement for the new programme 2024 to 2028.
- LCGs, in stating their social inclusion remit and purpose predominately identified People Living in Disadvantaged Areas as their Primary Target Group based on their community being designated as deprived. They found this limiting as they actively engage with many SICAP Target Groups and Thematic Focus Groups who reside in their communities and participate in their activities. Through our SICAP grant application process we support LCGs to capture this information and include the data in our SICAP Annual Report to showcase the invaluable work being delivered by LCGs in engaging with those who are most hard to reach.
- In agreeing their annual actions, LCGs identified the supports required to achieve their goals. Of the 80 LCGs who registered with us in 2024, approx. 80% are fully voluntary with the remaining 20% led by voluntary Board of Directors. The community and voluntary sector is experiencing key barriers in recruiting volunteers to take on responsibilities as committee/Trustee members for structures which are unincorporated, incorporated and/or registered charities. This is a consistent topic of discussion and concern for LCGs and we link them with Waterford Volunteer Centre to support recruitment. However, WVC are experiencing the same challenges as volunteers are not open to these opportunities and prioritise activity-based volunteering opportunities instead.
- Pre-development supports to emerging groups and networks requires time and a focussed approach in becoming self-reliant through development of their structure, accessing funding and collective decision-making. A key issue for new groups/networks is the ability to fund insurance costs to enable them to deliver their actions. For SICAP target groups they do not have the financial resources to pay themselves and our requirements do not allow for such costs through our grants. We have advocated with Pobal for SICAP to support insurance costs for their first year which will provide the required documentation to apply for Waterford

City & County Council grants and register with Waterford PPN.

- Developmental supports to existing LCGs include capacity building approaches through practical learning in event management, risk assessment, governance structures etc. with SICAP staff attending meetings to enhance collective skills. Governance is becoming a challenge for many LCGs in maintaining their administration responsibilities, insurance, funding compliance etc. The skills of SICAP staff in guiding LCGs in governance provide critical resources through templates, reviewing Constitution and strategic planning with financial management.
- LCGs ability to recognise the role they play in delivering national and local strategies within their communities can be limited due to their focus on 'doing' for their community. In building empowered and sustainable communities SICAP brings additionality to increase their knowledge, skills, confidence and resources as active participants/groups/communities who are resilient, organised and influential. This is evident in the collaborative TASC project in Larchville & Lisduggan community, outlined below. As self-governing and autonomous groups they are a critical voice whilst delivering collective outcomes in pursuit of a just and equal society.
- The All-Ireland Standards for Community Work (Pg. 8) identifies 'core values of Collectivity, Community Empowerment, Social Justice and Sustainable Development, Human Rights, Equality and Anti-discrimination with Participation as being interdependent, with considerable cross-over between the knowledge, skills and qualities required and inherent in all of them'. These values align with those outlined in Sustainable, Inclusive & Empowered Communities 2019-2024 (Government of Ireland). Building knowledge and awareness of such policies and standards requires additional time for volunteers and SICAP is creatively addressing this through our discussions with LCGs and under Action 1.4 Community Leadership and Peer Mentoring.

In June 2024 a collaborative report was launched by SICAP and TASC (Think tank for Action on Social Change) based on 18 months of engagement with the communities of Larchville & Lisduggan. Both communities are designated Very Disadvantaged as Electoral Districts with residents experiencing consistent socio-economic deprivation. The projects key outcomes were strong, proactive community engagement in developing practical climate action responses to local needs, strengthening community resilience within areas identified as disadvantaged/deprived and collaborative practices in addressing community needs aligned with local and national government policies. The consultation process undertaken through focus groups and door-to-door surveys identified three key climate-based actions of a) developing green spaces to enhance their community, b) circular economy activities including Repair Café and c) retrofitting of homes with apprenticeships for young people to support employment and training informed by Community Wealth Building principles.

The report attracted positive responses by Dept. of Environment, Climate and Communication with a specific meeting of department representatives, SICAP, TASC and various sections of Waterford City & County Council to review the recommendations. SICAP and TASC were invited to attend the OECD Local Development Forum 2024 - Building Bridges, Shaping Tomorrow held in Copenhagen. The project was selected as our SICAP Case Study <https://wap.ie/wap-sicap-case-study-2024/> and a Circular Economy Seminar in South-East Technological University is leading to the development of a Repair Café and Toy Library within local communities. The community have developed relationships with Waterford Council Climate Action Team and were successful in a grant to provide plants, fruit trees etc to support the green spaces recommendation. The engagement of 3 LCGs led to each group having approx. 18 interventions with they acting as local ambassadors for the project and fully engaged in meetings and development of actions.

Another emerging action is WAP being contracted by South-East Energy Agency to progress the SEAI Sustainable Energy Communities programme 2024 to 2027. Through the employment of a part-time Sustainable Energy Community Worker funded by SEAI and SICAP, LCGs will access additional resources to support energy transition for local residents and through the development of Energy Master Plans. This action will respond to the Horizontal Principle 4 Climate Justice and Thematic Focus Area of Climate Action and the Just Transition within local communities and through local and regional collaborations with partners.

Description

Key SICAP actions in 2025 are based on outreach & targeted strategies to build empowerment and sustainability of local communities through:

- a) SICAP Community Development Workers based in outreach offices strengthens access by new and existing LCGs and Networks, community leaders and individuals to respond to day-to-day queries in progressing their annual actions, governance, funding applications, administration and reporting. For some LCGs they do not have access to laptops or knowledge of online systems due to personal barriers of low literacy and/or access to broadband. Our team are recognised as a key resource by many of our LCGs in providing prompt responses and administrative supports as needed.
- b) Pre-development assistance is provided to emerging LCGs who are led by and/or actively engage SICAP Target Groups, Local Priority Target Groups and Thematic Focus Areas. In building their capacity through mentoring of community leaders, formation of relevant structure, informal training in governance and community development, accessing funding for insurance and planning actions to achieve their objectives etc. will lead to sustainable and progressive social inclusion groups.
- c) SICAP staff provide guidance and mentoring to existing LCGs in building their skills and capacity in governance relevant to their structure. In embedding policies and procedures, reviewing their Constitution to include realistic and meaningful objectives and terms of office, succession planning, ensuring funding and resources are available to meet annual goals, merging of potential LCGs are all essential steps to they being sustainable entities. These supports require specific time with individual LCGs to meet their governance needs with LCGs registered as charities having additional administrative and legal responsibilities through Annual Reporting and compliance with the Charities Governance Code.
- d) For legal entities SICAP assist Trustees/Directors in addressing their social inclusion objectives by exploring additional resources e.g. capital and staff resources, strategic and business planning, collaborative approaches and financial management all of which are core steps in building their sustainability.
- e) SICAP grants for LCGs, SEs and Networks creates actions in response to their Annual Support Plan and complement existing grants available through Waterford City & County Council
- f) SICAP will facilitate emerging Networks with common goals and interests to agree collective objectives and actions (refer to Action 1.3. Collaborations & Networks) to build their capacity and sustainability
- g) SICAP organises networking events to strengthen links with collaborative partners and relevant decision-making structures to influence local planning and policy development including participation with PPN. Participation on decision-making structures is informed by the principles and tools within A Guide for Inclusive Community Engagement in Local Planning and Decision Making
- h) Connecting Communities programme will build capacity of LCGs and grassroots communities through skills- based training and toolkits in response to misinformation and to promote their positive community activities.
- i) Sustainable Energy Communities programme will provide local communities with resources in adapting their personal and community approaches to climate action. Through practical workshops, dissemination of information on grants and reducing energy costs, development of Energy Master Plans will lead to people making informed decisions on energy transition. The programme will support the progression of recommendations from the SICAP/TASC report with Larchville & Lisduggan communities and collaborative partners.
- j) SICAP will work collaboratively with local communities and Waterford City & County Council in the progression of local strategies and LECP to participate in the co-design of actions, identifying existing and emerging gaps in services and collective responses. This approach will be guided by the values, principles and tools within A Guide for Inclusive Community Engagement in Local Planning and Decision Making adopted by Waterford LCDC.

Key outcomes from Empowered and Sustainable Communities will strengthen social inclusion responses. In actively listening and facilitating LCGs to plan their annual actions it creates a space to explore local community needs with a focus on strengthening

participation of those who are most hard to reach and experience social and economic challenges in their day-to-day lives. Building the capacity of LCGs and Networks through pre-development and developmental supports creates the foundation for empowered and sustainable communities with short to long term plans delivered based on community animation and community development practices.

Target Group/Area	
Target Group	People living in disadvantaged communities
Focus Area	Climate action and the just transition

KPI Targets	
KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	50
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	

Action Outcomes
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 Costs	Total	Goal 1	Goal 2
Total	€57,000.00	€57,000.00	
SICAP	€57,000.00	€57,000.00	

Collaborative Partners
LDC Collaboration

LECP Objectives
5.2
5.3
6.3
7.1
7.2
8.1

(2025) 1.3 2025 Collaborations & Networks

Action Details

Targeted location within CAB/Lot

Local Priority Target Group 1 - People Living in Disadvantaged Communities (deprived small areas Waterford City, Dungarvan, Mid & West Waterford). 80 small areas are designated Disadvantaged, 17 as Very Disadvantaged and 4 as Extremely Disadvantaged.

Rationale

The key aim of this action: To enhance participation on structures with strategic coordination in co-designing solutions to strengthen social inclusion interventions. This action responds to SICAP's Horizontal Principle 3: Collaborative Approaches in continuing our strategic partnerships with community and statutory organisations and supporting Networks as programme beneficiaries. Both approaches inform issue or area-based responses to local needs in sharing experiences, developing support mechanisms, identifying best practice, develop policy positions and/or collective actions.

The rationale for this action is based on:

- Community Networks reflect the synergy and effectiveness of communities in bringing their skills, expertise, resources and unique knowledge together. Networks are organically emerging through the establishment of community councils in rural areas and common interest groups such as Men's Sheds and Community Growers. Community councils are an effective model with numerous local community groups within geographical areas working collaboratively to strengthen alliances under one structure. Key outcomes include proactive community planning and collective actions, volunteers time is utilised efficiently as they sit on one structure rather than 2-3 committees, reduces administration work and insurance costs. Collective actions will strengthen engagement of target group members in peer and shared learning, awareness of community development, identify best practice, develop support mechanisms in achieving outcomes, building community sustainability through community animation approaches.
- SICAP Network events e.g. Making the Link model provide opportunities for community groups, service providers and state agencies working with and supporting social inclusion to meet informally, share information, 'put' a face to the organisation and connect in person. This strengthens communication, sharing of information and linkages between organisations who are actively contributing to creating inclusive, empowered and sustainable communities. Our extensive experience in collaborative practices with strategic cross-sectoral partnerships is actively addressing social inclusion and key community needs.
- SICAP aligns actions are based on A Guide for Inclusive Community Engagement in Local Planning and Decision-Making in strengthening collaborations and participation of target group members on relevant structures. Adopted by Waterford LCDC, the guide supports 'effective and meaningful participatory planning with those 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 with a strong and equal voice'. In using this guide, we can strengthen LCGs engagement in existing and new collaborations, representation on structures including Waterford Area Partnership and co-design of initiatives to address gaps in services through collaborative structures.

SICAP is an active partner and/or lead on key collaborative structures to develop local, regional and national actions advocating for those most impacted by socio-economic policies such as

- Waterford LCDC Migrant Working Sub-group to progress actions and recommendations from Waterford's Migrant Strategy. Collaborative actions include Waterford Anti-Racism Month (March) led by Waterford Integration Services.
- Waterford Community Integration Forum in developing local responses for New Arrivals with LAIT thematic working groups held ad hoc based on need
- Waterford Traveller Interagency Group progresses Waterford's Traveller Strategy aligned

with National Traveller & Roma Inclusion Strategy (NTRIS)

- Waterford Roma Interagency Group is chaired by WAP with actions aligned with NTRIS.
- West Waterford Family & Community Hub Steering Group, led by Barnardos, Tusla and CYPSC with the aim to access funding for a Family Resource Centre in rural communities
- Connecting For Life is HSE's suicide prevention programme which delivers county-based actions in response to suicide and mental wellbeing
- South-East Energy Agency Regional Network for Sustainable Energy Community projects
- Members of our national network ILDN and working sub-groups, Ukrainian Civic Forum and Community Work Ireland to inform national policy and share work practices and experiences.

Strategic coordination by stakeholders participating on such structures reduces duplication, creates innovative responses to identified gaps and reinforces social inclusion outcomes. In creating collaborative, inclusive, and effective frameworks for addressing service gaps and fostering holistic community development. By leveraging collective strengths, expertise, and resources, networks and collaborative structures have the potential to create meaningful and lasting positive change within their communities.

A strategic coordination action In Dungarvan is being facilitated by SICAP with 18 LCGs and service providers on a proposed community centre to support existing and emerging community projects and activities. In conducting a Feasibility Study, funded by SICAP we will identify key needs, existing facilities, multi-purpose use, governance structure and potential funding resources. The outcomes and recommendations of the study will be presented to Waterford City & County Council who have identified the need for a community centre within their Dungarvan pre-draft Local Area Plan to designate a site to build a multi-purpose facility. This need emerged through our LCG Annual Support Plan process and Making the Link Network event and is a practical example of the resources SICAP provides in progressing local community needs.

Description

Key SICAP actions include:

- a) Facilitating emerging Community Networks identified through LCGs Annual Support Plans based on common interests. Pre-development assistance to new Networks will build their capacity in developing their structure, agreeing collective actions, leveraging resources. By fostering strong partnerships and creating a unified vision, the networks can leverage their collective strengths and resources to co-design and implement actions to meet community needs. Registration process will support Networks to self-identify their social inclusion focus aligned with SICAP framework will build community sustainability through community development and community animation practices. SICAP will provide administrative support, relevant information on policy, funding, meeting venues etc.
- b) Build on existing models e.g. Community Councils with LCGs forming a single community structure to support shared resources, decision-making, collective actions, insurance and governance.
- c) 'Making the Link' network events held in key geographical areas to facilitate meetings with community groups, service providers, state agencies and other interested stakeholders engaged in social inclusion activities. The approach allows for all to meet informally, share information on their work, highlight key gaps in services within the community and build alliances between community and agencies in strengthening sustainable communities.
- d) Promote the tools within 'A Guide for Inclusive Community Engagement in Local Planning and Decision-Making' to strengthen participation on local structures including Waterford Area Partnerships governance structures. Barriers to participation on structures identified including time of meetings, transport access, out of pocket expenses, digital access to attend online meetings and/or access to documentation.
- e) Dungarvan Community Centre progressed based on findings and recommendations from the Feasibility Study. Agreeing a management and governance structure with the community groups who identified the need of additional facilities to expand their activities.
- f) SICAP to support Traveller Interagency Actions through co-funding a Needs Analysis with the Dungarvan Traveller Community and facilitating the members to align actions and local responses with the newly launched National Traveller & Roma Inclusion Strategy.
- g) SICAP to work with collaborative partners in strengthening the Roma Interagency Group

actions with the newly launched NTRIS. WAP through internal projects of SICAP, Atelier Roma Training & Employment Men & Women's Projects and Intercultural Health Project for Roma Community continue to build wrap around supports to the community to support inclusion and local responses.

h) SICAP are leading on four projects with HSE South-east Social Inclusion Unit. Intercultural Health Projects for those residing in 8 local IPAs centres and for the Roma Community will be strengthened through the Genio funding in developing regional peer networks and toolkit to support self-advocacy skills in accessing health services. The fourth project is to undertake a needs analysis with the Roma Community on accommodation with HSE and Waterford City & County Council Housing Section as collaborative partners to review the findings and recommendations.

i) SICAP to strengthen actions in response to Climate Justice through the implementation of the SEAI Sustainable Energy Communities programme. In participating on a regional network will lead to sharing experience and local responses in supporting communities in energy transition.

j) SICAP to lead/participate in collaborative actions with strategic partners in developing local responses for all migrants. Emerging resources and projects including the establishment of LAIT Teams are focussed on specific migrant communities which has the potential to create overlap and/or gaps in services and supports to all migrants. Actions in 2025 include mapping of current services and supporting networking of all service providers and agencies plus collaboration with Waterford Integration Services and other partners in developing activities during Anti-Racism Month

k) As an active partner on the West Waterford Family & Community Hub Steering Committee based in Cappoquin, SICAP is contributing to the strategic planning in progressing a Family Resource Centre project identified by Tusla, CYPSC and Barnardos

Outcomes from these actions will strengthen SICAPs role in collaborative and strategic partnerships in co-designing responses to local community needs. Actions will enhance engagement of SICAP target groups and non-caseload beneficiaries with a particular focus on those most hard to reach e.g. members of the Traveller and Roma Communities in accessing relevant services and supports. While the Primary Target Group is People Living in Disadvantaged Communities others include Roma, Traveller, Heads of One-Parent Families with Thematic Focus Areas of Older people in isolation, Refugee & Migrant rights and integration, Climate action and just transition and Gender

Target Group/Area

Target Group	People living in disadvantaged communities
Focus Area	Refugee and migrant rights and integration

KPI Targets

KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	5
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	

Action Outcomes

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

2.2 SICAP target groups are represented and participate in decision-making spaces that affect them

2.1 Local Community Groups, Social Enterprises and Networks have increased capacity to support SICAP target groups and thematic focus areas

Action Costs	Total	Goal 1	Goal 2
Total	€39,000.00	€39,000.00	
SICAP	€39,000.00	€39,000.00	

Collaborative Partners

LDC Collaboration

LECP Objectives

5.3

6.3

7.1

7.2

8.1

(2025) 1.4 2025 Community Leadership & Peer Mentoring Network

Action Details

Targeted location within CAB/Lot

Local Priority Target Group 1 - People Living in Disadvantaged Communities (with specific focus on deprived small areas Waterford City, Dungarvan, Mid and West Waterford). 80 small areas are designated Disadvantaged, 17 as Very Disadvantaged and 4 as

Rationale

Key aim of this action: To enhance community leadership in building sustainable, inclusive and empowered communities.

In recent years SICAP has engaged in many discussions with LCGs, service providers and funding agencies on concerns as to the sustainability of the sector due to volunteers' recruitment for committees becoming non-existent, skills of voluntary-led committees in governance including HR and Financial Management being a key challenge and succession planning for committees and employment within the sector becoming a consistent and real concern in sustaining key services provided by community and voluntary organisations. LCGs within Waterford have lost strong community leaders over the past 2-4 years due to retirement, not re-engaging after Covid-19 or 'burn out'.

The rationale for this action is based on

- Many LCGs are facing challenges in recruiting and retaining volunteers and staff due to the increased workload in meeting KPIs, administrative and legislative compliance, maintaining their activities due to cost of living increases etc. which is leading to a reduction in community activities and services and a loss of key skills, knowledge and experience.
- The age profile of volunteers on LCG committees and organising key activities is predominately 50+ years. Our experience in working with many community leaders from SICAP target groups is their lack of confidence or awareness of the skills they utilise through their community work which is critical for the sustainability of their communities of interest and would enhance their CVs in progressing into employment.
- 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. This is at a time where there is strong growth in employment opportunities within the community sector however the roles promoted require strong skills in innovation, leadership, digital and reporting skills, CRM databases, financial management, adhering to policies and procedures etc. to meet funding requirements and criteria.
- For many SICAP target groups especially Traveller, Roma and migrant communities' cultural sensitivities and discrimination create additional barriers to volunteering, employment and being leaders with their communities of interest.
- Our communities and decision-making structures benefit from the experience and local knowledge of community leaders with the majority giving of their time voluntarily. This action is a long-term plan to create a Community Leadership programme to provide opportunities and a safe environment for them, collectively and individually, to enhance their knowledge and skills, build networks and alliances with other communities and strengthen awareness of developments within the sector.
- Through this action community leaders will become peer mentors for others and act as champions for their community of interest as we can learn from their lived experience.
- Progression pathways will be supported through Goal 2 in providing 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 Waterford Wexford ETB, Community Work Ireland and other agencies will also create progression pathways for community leaders in formal education attainment.
- This action is a steppingstone to actively addressing the new principles within SICAP 2024-2028 of Targeted Recruitment & Training (Section 7).

In 2024 the aim of this action was to develop 2 local peer networks (Waterford city & Dungarvan) and in consulting with lead agencies and education providers they agreed with the action as a critical need for their communities of interest i.e. Migrants, Travellers, Roma, Women, People with Disabilities and those living in disadvantaged areas. However, they advised to create pre-development approaches of informal training in event planning, communication, committee structures etc. as an initial step. Through this approach it would build awareness amongst volunteers of the need to enhance and develop their skills to strengthen their role as Community Leaders and/or progression to employment within the sector.

Another emerging issue identified through the consultation was the volunteer's belief that they were doing things right as 'that was the way we always did it' or based on their lack of knowledge of best practice. This is a key factor within migrant community groups who are developing leadership skills based on their own cultural practices which do not align with governance practices within Ireland.

In 2024 we held sessions for LCGs in committee skills, communication, conflict resolution and grant application processes with approx. 60 volunteers attended online sessions. One testimonial stated that the session was 'Extremely informative session tonight thank you 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'.

We had agreed with Waterford Integration Services to develop event planning training for migrant groups who utilise the Cultural Quarter facilities to celebrate their national festivals. The training would develop a toolkit resource to support them in planning their events including applying for use of facilities, insurance requirements, budgeting and grant applications, recruiting volunteers to support event etc. Many of our migrant based groups approach SICAP and WIS requesting that we support them in organising events, to find that they do not engage fully in the planning and preparation relying on us to provide funding and insurance cover. This training would be a stepping stone to building their skills and consult with them on engaging in this Community Leadership and Peer Mentoring action. WAP is also engaged with our national network ILDN in developing an internship approach to recruiting those from our target groups and to support succession planning for the sector

Description

Consultation with LCGs, SEs and lead organisations will identify key areas of training and skills development aligned with research of existing models in informal leadership programmes. Promote and organise initial meetings with community leaders in city and Dungarvan to progress the initiative, explore existing needs and agree approaches including calendar of meetings.

SICAP is proactively future planning for our local communities in building sustainable and empowered communities. Key leaders from the community and social inclusion sector will attend thematic sessions to share their wealth of knowledge, experiences and insights on community development, how to effectively influence policy development, human rights, equality, collaborative working and relevant decision-making structures.

To enhance community leadership in building sustainable, inclusive and empowered communities

- Enhance and build on the knowledge, experience, energy and skills of community leaders from SICAP target groups to empower local communities, strengthen leadership to support succession planning and progression to employment within the sector.
- Establish peer support networks for community leaders, voluntary and/or paid to explore and enhance their skills and learning whilst building connections.
- Identify and create peer-led solutions to barriers in volunteering, engaging with community structures, representation on decision-making structures and employment opportunities
- Skills based training delivered on community development, equality and human rights approaches, governance, policy development, leadership, strategic planning, collaborative working and other identified areas
- Collate policy documents for discussion including 'A Guide for Inclusive Community Engagement in Local Planning and Decision-Making' and All Ireland Standards for Community Work to enhance knowledge of national policy and tools to build skills and knowledge
- Strengthen learning and skills in community structures, policy development, equality and human rights, consultation processes, needs analysis, strategic planning, climate justice with other identified areas. LCGs and SEs will benefit from this learning and skills which 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.
- Provide information on progression routes to education and employment provided by Goal 2, Waterford Wexford ETB, The Wheel etc.

Outreach & targeting strategies:

- SICAP will promote this initiative and consult with LCGs, SEs and lead organisations to identify key skills of community leadership to enhance their existing work and employment opportunities. Identification of potential barriers to participation e.g. time and venues, digital access, literacy and cultural sensitivities will inform approaches and development of initiatives.
- Promotion of initiative including assessment of community leaders' needs through LCGs, SEs, lead organisations will provide the opportunity for them to inform delivery and create awareness of barriers for us to address in planning
- Ongoing evaluation of the initiative will identify core areas of interest and allow for programme to adapt to collective needs. It is aimed to provide one-to-one mentoring supports to ensure individuals progress into education and employment if that is their goal.

This action will be promoted with all SICAP target groups and focus areas to encourage participation, enhance peer learning and inclusion.

Target Group/Area

Target Group	People living in disadvantaged communities
Target Group	People living in disadvantaged communities

KPI Targets	
KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	2
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	

Action Outcomes
2.1 Local Community Groups, Social Enterprises and Networks have increased capacity to support SICAP target groups and thematic focus areas
1.1 Local areas/communities have built their collective capacity to identify and address their needs

Action Costs	Total	Goal 1	Goal 2
Total	€8,000.00	€8,000.00	
SICAP	€8,000.00	€8,000.00	

Collaborative Partners
LDC Collaboration

LECP Objectives
5.3
7.1
7.2

(2025) 1.5 2025 G1 New Arrivals Community Integration

Action Details

Targeted location within CAB/Lot

All small areas/electoral divisions of Waterford City and County designated 'very disadvantaged' or 'disadvantaged' and local communities where new arrivals are residing.

Rationale

Waterford Area Partnership is a key leading organisation, implementing activities and programmes to address emerging needs of refugees and migrant communities. In 2025 we enhanced our programme delivery through existing and emerging projects including Atelier Roma Training & Education, Intercultural Health Projects for both IPAs and Roma with Integration & Employment of Migrants. All these projects create wrap around services for migrants living in Waterford city and county.

SICAP continues to actively support integration and inclusion activities with local community groups, service providers and statutory partners. As a collaborative partner we lead/initiate/collaborate on actions to increase participation of new arrivals in social, cultural and community animation activities aimed at integration and wellbeing, Ongoing activities organised with local community organisations enhance integration, a sense of belonging, strengthen awareness and access to local organisations and services to encourage ongoing engagement.

The rationale for this action is based on SICAPs experience and knowledge gained based on our response to the Ukrainian war crisis and increase of new arrivals since then and include:

- Emerging challenges impacting on the community sector, local residents and migrants with the far-right rhetoric and social media messaging is a critical barrier to integration. Community leaders and residents within local communities are being targeted with misinformation and intimidation through protests, leaflets and social media. This is impacting on activities being organised for fear of far-right protestors attending and will have a significant impact on our 'ask' of local communities in welcoming new arrivals.
- For many cultures they do not have a culture of volunteering and do not understand the concept of giving of your time with no pay. For those who see the benefits of volunteering many having limited English and/or no possibility of being Garda Vetted which is a strong requirement for many organisations especially those working with vulnerable people. These issues are also impacting on employment progression e.g. health care, community sector etc.
- In 2024 we worked with Waterford Volunteer centre on the Star Weaving National Project aimed at raising awareness of domestic violence. Through small group work within urban and rural communities we are introducing new arrivals to volunteering within Irish culture and communities to endeavour to promote the benefits of collective action and autonomy and to individuals in their wellbeing, sense of belonging and career progression.
- SICAP activities and events organised to enhance participation of non-caseload beneficiaries leading individuals to engage with their community and other supports and services including G2.
- SICAP network event held in April with service providers and state agencies was facilitated by SETU. Through the discussions a number of areas were highlighted and in particular English language. This led to increased classes provide by G2 with additional funding from DRCD.
- Our strong relationships with local community organisations has strengthened integration and inclusion within urban and rural communities. Through local community activities, attending schools, churches, courses including Failte Isteach, a sense of belonging and integration is being fostered.
- LCGs are actively leading and initiating activities to enhance inclusion and in working collaboratively with SICAP this approach is creating a wide variety of activities in response to group needs e.g. art, drama, music, walking, history etc.
- To strengthen opportunities in volunteering within local communities we work collaboratively with Waterford Volunteer Centre to enhance skills and participation. For

many nationalities volunteers is not part of their culture and they continue to question as to why they are 'working' and not getting paid for volunteering.

- Through our community leadership programme, we will encourage new arrivals to participate so they build their knowledge of our community sector, benefits of volunteering, community development and human-rights based approaches (linked to Action 1.4 Community Leadership & Peer Mentoring). A key benefit for new arrivals is strengthening employment progression through gaining a reference for their CVs. Through pre-development supports we are building their capacity and skills in governance, funding, planning of activities and working collaboratively with other partners in achieving their goals.
- Communication methods strengthened to disseminate information on local activities, service providers, rights and entitlements including voting registration in Irish elections etc.
- Ongoing collaboration with local and national partners to impact on delivery of actions and services. Create networking opportunities to minimise duplication, create awareness of existing resources and develop actions to address identified gaps.
- Integration through English language activities is another positive approach to Ukrainians and IPAs building their social networks, learning about their locality and doing walking tours to enhance their knowledge and awareness all while strengthening their English language skills. Through this approach they are proceeding to G2 Failte Isteach programme and WWETB classes.

Description

SICAP endeavours to deliver our programmes at activities for New Arrivals within their local community, both urban and rural. This outreach approach ensures person-centred responses based on local dynamics, access to services, transport etc. Key SICAP actions include:

- SICAP will continue to build in existing engagement and outreach approaches within local communities, to support integration based on community animation and community development approaches.
- Working with LCGs and networks is having positive outcomes within local communities and we will continue to work collaboratively on meeting local needs through outreach strategies.
- Collaborative responses in 2025 include a project funded by CYPSC in supporting 18 to 24 years residing in local communities to create a peer group with team building, wellbeing and coaching to create pathways to personal goals.
- Addressing identified needs at a local level requires maintaining our strong networking with LCGs, Waterford City & County Council, LAIT, Waterford Red Cross, HSE, Tusla, Waterford Volunteer Centre, Waterford Migrant Integration Service etc. In creating network opportunities SICAP aims to strengthen collaboration, shared learning, existing resources to minimise duplication and develop responses to identified needs.
- SICAP Community Leadership programme (Action 1.4) will build capacity and skills in knowledge establishing new LCGs and/or participating in volunteer opportunities promoted by Waterford Volunteer Centre. Through mentoring of community leaders, formation of relevant structure, training etc. will lead to sustainable, inclusive groups.
- DRCD Community Connect Programme will provide resources to build resilience and skills in local communities and with LCGs and partners to proactively address misinformation through development of toolkits. Waterford's project will link with the national coordination being led by ILDN to share learning and resources.
- Promotion approaches will enhance participation in local community activities and organisations and will adhere to Universal Design principles with translation where possible.
- Integration through English approach is strengthening engagement through small group approaches with disseminate of information on rights and entitlements, local amenities, volunteering, sports/arts/drama etc. will strengthen a sense of belonging and active citizenship.

Through activities and programs delivered to date inclusion, well-being and connectivity is embedded within local communities. The vision of Sustainable, Inclusive & Empowered Communities 2019-2024 (Government of Ireland) is to create vibrant, sustainable, inclusive, empowered and self-determining communities that support the social, cultural and economic well-being of all members. Grassroot communities are affecting positive social change for those living in their locality. In working with collaborative partners this will promote strategic coordination and reduce duplication of services Outcomes from this action will align with other programmes and supports delivered by G1 and G2.

Target Group/Area

Target Group	Refugees
Target Group	International Protection Applicants

KPI Targets

KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	

Action Outcomes

1.2 New Local Community Groups, Social Enterprises and Networks are formed

1.1 Local areas/communities have built their collective capacity to identify and address their needs

Action Costs	Total	Goal 1	Goal 2
Total	€33,593.55	€33,593.55	
New Arrivals	€33,593.55	€33,593.55	

Collaborative Partners

LDC Collaboration

LECP Objectives

5.2

5.3

6.2

7.1

8.1

(2025) 1.6 Social and Community Enterprise

Action Details

Targeted location within CAB/Lot

Local Priority Target Group 1 - People Living in Disadvantaged Communities (with specific focus on deprived small areas Waterford City, Dungarvan, Mid and West Waterford). 80 small areas are designated Disadvantaged, 17 as Very Disadvantaged and 4 as

Rationale

The delivery of actions to cultivate an awareness of and support for the social and circular economy, including social enterprise and social entrepreneurship, within the lot area. The overall purpose of the action will be to mirror the National Social Enterprise Policy 2024-27 aim of enriching the social, economic, environmental and cultural wellbeing of people living in our communities.

Trading for Impact outlines key data regarding the impact of Social Enterprise in Ireland and a number of policy objectives for the period 2024-27) that relate to the overall aim of providing an “enabling environment for social enterprises in Ireland to grow and meet their potential, and in doing so enrich Irish society and the economy.”

Waterford has seen a significant engagement with the Social Enterprise sector over the last decade, with a number of high profile, award winning Social Entrepreneurs and Social Enterprises established and building international recognition from a base here. This culture is also mirrored within the community enterprise culture which has been supported by Waterford Area Partnership over the lifetime of SICAP with the pre-Covid establishment of the Waterford Social Enterprise Network, collaborative partnerships with SETU and Waterford Library Service and significant engagement with both Social Finance Ireland's initial research into the Social Enterprise Sector in Ireland and the EU (Social Economy Research Unit and the European Social Economy Regions).

WAPs qualitative research into the potential development of the sector in Waterford and the needs of local community organisations in this regard are indicative of the complexities of the Social Enterprise model nationally and centred on:

Support for Sectoral Strategic Planning: specifically the connection between community organisations' plans, the LECP and the National Social Enterprise Strategy.

Support for Staffing: Enabling the sustainability of social enterprise through adequate staffing to drive development and scale up.

Support for Good Governance: The retention of volunteers to provide governance and compliance roles within the organisation.

In addition, there is a recognition that this action will be reflected within both SICAP Goal 1 & Goal 2 as local community groups are often responding to the drive towards a locally based social enterprise from one active individual who can be categorised as a Social Entrepreneur and may receive supports from 2.22 in collaboration with Action 1.6.

The potential of the circular economy to provide an impetus for social enterprise development as well as an increase in sharing, repairing and recycling opportunities will be explored as a part of this action.

This action is developed within the SICAP requirements framework however, the onus is on pre-development work with potential social enterprises and LCGs / Social Entrepreneurs wishing to explore and find out more about this option. As with any business development, social enterprise establishment can take years of deliberation and planning and WAP recognises the dissonance between the action and the objective 1 and its allied outcome (1.2), so takes a broad reading of said objective.

Description

The action will be delivered in partnership with Local Community Groups and Networks across the LOT area identified by interest and need. A specific focus may be taken with the Comeragh District and Larchville & Lisduggan communities in order to build progressive action from collaborative work undertaken in 2024. All lot locations will be relevant regarding the support for individual Social Entrepreneurs in collaboration with Action 2.2 (Enterprise Supports).

National Social Enterprise Policy Objective 1 (Awareness)

- Providing awareness raising workshops on social enterprise fundamentals, particularly with specific target groups and relevant community/voluntary organisations such as those focused on: people with a disability and people with a criminal conviction as well as those within target areas such as The Comeraghs and Larchville/Lisduggan. This will outline what a social enterprise is, what its not and where the model fits into the social economy as well as describing the social enterprise landscape in Ireland in 2025.

- Linking WAP target groups into S/Es, particularly regarding volunteering opportunities.

- Delivering awareness raising workshops with other SICAP networks: community gardens, mens sheds, womens groups, heritage groups and circular economy enterprises that can grow innovation, share information and resources and potentially provide a valuable breeding ground for sectoral development within communities. NPO 3: (Green Transition)

National Social Enterprise Policy Objective 2: (Growing & Sustaining)

Supporting existing and developing social enterprises and social entrepreneurs to connect locally, regionally and nationally through networking opportunities.

- Re-establishment of Waterford Social Enterprise Network (WSEN) as an opportunity for interested groups and individuals to attend information sharing events and to collaborate on developments taking place within the sector. 4 Events in 2025.

- Networking with other S/E networks through ILDN Social Enterprise Working Group

- Networking through SERI engagement

- Small scale funding for equipment or training for groups/individuals that fall within programme targets

- Providing training & mentoring on business essentials such as: planning, market research, marketing, digital skills etc.

- Collaboration with WLEO to capitalise on developing supports locally within the sector

- Deliver a workshop on incorporating green economy principles to existing social enterprises. (LECP O1)

National Social Impact Policy Objective 5. (Impact Measurement)

Exploring actions to improve levels and quality of social enterprise data locally through collaboration with 3rd level institutions, in particular building on existing connections with SETU.

Target Group/Area

Target Group	People living in disadvantaged communities
Focus Area	Climate action and the just transition

KPI Targets

KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	8
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	0

Action Outcomes

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

1.2 New Local Community Groups, Social Enterprises and Networks are formed

2.1 Local Community Groups, Social Enterprises and Networks have increased capacity to support SICAP target groups and thematic focus areas

Action Costs	Total	Goal 1	Goal 2
Total	€10,000.00	€10,000.00	
SICAP	€10,000.00	€10,000.00	

Collaborative Partners

LDC Collaboration

LECP Objectives

5.2

5.3

(2025) 2.1 2025 Lifelong Learning and Education

Action Details

Targeted location within CAB/Lot

This action will prioritise disadvantaged and very disadvantaged areas. Small areas identified as high concentration of disabled people, people parenting alone and jobless households. All TPA/IPA centres. All Deis schools.

Rationale

In the South-East region, 12.6% of people aged 0–59 years live in households where no one is employed (Response to Dáil Question, 2019). This highlights the urgent need to address unemployment through diverse, tailored approaches that help individuals overcome unique barriers to labour market participation.

Barriers to employment are particularly pronounced for certain SICAP target groups due to compounded discrimination and socio-economic challenges. For instance, 14.4% of Waterford's population, or 16,675 people, have a disability—a rate slightly higher than the national average of 13.5%. The European Commission's 2022 Country Report for Ireland revealed the largest disability employment gap in the EU, at 38.6%, with less than one-third of people with disabilities employed in 2019. Unemployment is also disproportionately high within the Traveller community, where 2016 Census data reported an 80% unemployment rate compared to 12.9% in the general population (Pavee Point). OECD Survey of Adult Skills (2023) found that 1 in 5 adults in Ireland are at or below Level 1 in literacy, 1 in 4 adults are at or below Level 1 in numeracy. The percentage of adults in Ireland with literacy needs has risen from 18% in 2013 to 21% in 2023. Census 2022 found that in Waterford City & County more than 8,700 people aged 15 and over had completed their education at primary level or had no formal education (10%). Nearly 12,800 people in the county in Census 2022 (15% of all those aged 15 and over) had completed their education at lower secondary level, this action will continue to liaise with statutory and community organisations to address literacy needs of the target groups.

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". Waterford's percentage (41%) of people with a third level qualification was below the national rate of 45%, this action will continue to support individuals with the provision of a small grant scheme to improve their access to Further Education.

Waterford has been designated a UNESCO Learning City and been invited to join the UNESCO Global Network of Learning Cities. The UNESCO Learning City Designation recognises good practices in promoting quality education and lifelong learning opportunities for all. This achievement of Learning City status follows the collaborative work of Waterford City and County Council, Kilkenny County Council, the Southern Regional Assembly, SETU, Waterford Chambers and the ETBs in preparing an application to UNESCO, setting out the ambition and commitment in Waterford to fostering lifelong learning opportunities for all its citizens, this action will collaborate with Learning City to improve outcomes for those experiencing educational exclusion.

The CSO Educational Attainment Thematic Report (2022) 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, this action will collaborate with the Adult Literacy for Life Strategy and be represented on the WWLC to improve outcomes for individuals who need support to improve their literacy, numeracy and digital literacy.

Migrants and the Roma community face unique employment challenges. The Waterford Integration Strategy notes that despite their qualifications, migrants are more likely than Irish nationals to be employed in unskilled or manual roles. The Roma community encounters additional barriers, as outlined by this strategy and the Atelier Roma Project,

including:

- Prejudice and discrimination, leading to greater vulnerability, exploitation, and exclusion.
- The highest poverty levels among any population, especially for those who are employed.
- Reliance on low-paid manual or casual work.
- Overrepresentation in the "other" work category, indicating dependence on seasonal or precarious employment.
- Limited English proficiency and frequent illiteracy in their native language, which restrict access to employment, communication with schools, and engagement with health services.

An ESRI report in 2018 identified eight primary factors contributing to prolonged unemployment: claiming Jobseeker's Allowance, recent lack of employment, low educational attainment, poor self-perceived health, a history of long-term unemployment, prior participation in the Community Employment (CE) scheme, lack of personal transportation, and older age. The report also noted that exiting long-term unemployment is influenced by factors such as age, literacy challenges, having children, a history of long-term unemployment, and casual employment.

To address these multifaceted challenges, WAP/SICAP prioritizes collaboration with agencies, groups, and structures to promote strategic and comprehensive programme cooperation. A successful example of this is self-employment and Start Your Own Business (SYOB) supports, which demonstrate clear delineation of roles, shared targets, and a collaborative spirit at the local level. WAP has established a protocol with DEASP BTWEA case officers, enabling referrals for business planning, basic SYOB training, and a period of supported reflection.

This work will continue into 2025, with WAP/SICAP expanding its mentoring services and delivering short Business Foundation workshops in disadvantaged communities and among specific target groups. Collaborative efforts with the Waterford Local Enterprise Office will also persist, ensuring ongoing mutual support and co-referrals to effectively address employment barriers and support sustainable labour market participation.

Description

Acton 2.11 Information Provision on Lifelong Learning and Education opportunities and supports in the Lot area. (KPI 70 Non-caseload 150)

Dissemination of information relevant to each individual's education requirements. Referral and signposting to education services/providers. Organising workshops, as required, to highlight pathways to education for those facing educational exclusion. Provision of a small grant scheme to support people into Further Education. Referral to and collaboration with relevant lead agencies to support and promote literacy, numeracy, and digital skills building across Priority/Target Groups. Representation on the Waterford Wexford Literacy Coalition (WWLC). Collaboration with UNESCO Global Network of Learning Cities (GNLC) which Waterford joined in 2024.

LECP Objective 2.4 Increase Waterford's human capital base by attracting, retaining and empowering people with the skills for the future and environmental, social and governance (ESG) talent

Acton 2.12 The delivery of lifelong learning programmes in response to the identified needs of target groups. (KPI 110)

The delivery of a range of unaccredited and/or accredited lifelong learning programmes based on identified needs. The programmes will be designed to engage Priority/Target Group individuals in an 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.

LECP Objective 5.3: Foster social cohesion and mainstream integration for all demographics, abilities and ages

Acton 2.13 Supports to children at risk of early school leaving and their families. (KPI 50 Non-caseload 600)

The delivery of family, cultural & recreational programmes, such as Autism-friendly events and Summer Camp Access Programmes, fostering wellbeing and integration. Support SICAP target group families who do not have the means 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).

Collaboration with target group representative organisations, such as Tusla, Barnardos, Respond Housing, DEIS schools, 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 to provide programmes that engage parents in learning and skills development, so increasing their capacity to support their children to remain in school.

Partnership 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.

LECP Objective 6.1

Support good physical and mental health, enabling an improved standard of living and the development of skills across the life cycle for all

Description of SICAP activities for this action

This action will continue to collaborate with stakeholders in the Further Education, Primary School, WWETB and Community Education sectors to identify gaps in services and provide programmes and events to bridge those gaps. DEIS schools and target group focused organisations and will continue to support children and families that have specific barriers to education progression in a coordinated manner. It will consult with statutory and community organisations that work with families and to identify areas and individuals experiencing educational and social exclusion. It will develop well-being and lifelong learning programmes and event to enhance their participation. This action will also provide a small grant scheme.

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. The delivery of Lifelong Learning/Well-being programmes/workshops to target groups will be based on identified need and in collaboration with local community/voluntary groups. SICAP grants will be awarded to members of the Priority/Target Groups who are undertaking formal education, online or in-person. The grants will normally be capped at €400 due to budgetary constraints. Travel supports will also be available to students travelling outside of their own area to attend courses.

Timescale

Jan 2025: This action will consult with stakeholders, collaborators, partners and individuals to establish identified needs in the Lot area and will plan and design programmes.

Feb/May 2025: Rollout of programmes and events. Ongoing collaborations.

May 2025: Mid-year review of programmes and evaluation of plan.

June – Dec 2025: Ongoing Delivery

Target Group/Area	
Target Group	People impacted by educational disadvantage
Target Group	People living in disadvantaged communities

KPI Targets	
KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	270

Action Outcomes
1.3 SICAP target groups at risk of early school leaving progress their formal education
3.1 SICAP target groups are informed about soft skill and wellbeing supports and services
1.2 SICAP target groups complete lifelong learning programmes
2.2 SICAP target groups are better prepared to enter the labour market
2.3 SICAP target groups progress to employment
1.1 SICAP target groups are informed about lifelong learning supports and services

Action Costs	Total	Goal 1	Goal 2
Total	€78,535.90		€78,535.90
SICAP	€78,535.90		€78,535.90

Collaborative Partners
LDC Collaboration

LECP Objectives
6.1
6.3
7.1

(2025) 2.2 2025 Employability & Labour Market Prospects.

Action Details

Targeted location within CAB/Lot

This action will prioritise disadvantaged and very disadvantaged areas which have low levels of education attainment and a higher than average population of unemployed men and women.

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 how organisations at a local level 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 2025 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. Mutual support and co-referral with Waterford Local Enterprise Office will continue.

Description

Action 2.21. The development and delivery of pre-employment progression pathways for

Priority/Target Groups.

KPIs 180

- The delivery of industry related pre-employment training supports to enhance career options, in particular within the Retail and Hospitality sectors. Supports identified through engagement with relevant community and statutory bodies across Waterford city and county.
- Follow on enhancement training to increase the potential for immediate employment, where relevant.
- The delivery of CV, job search and interview skills workshops. Development of soft skills programme to run in tandem with these workshops.
- To engage with similar Employment action under LDC to identify potential areas for development that would benefit Waterford cohort.

LECP #5 Liveability & Quality of Life (employment opportunities for all) Inclusive, sustainable development will help to ensure that Waterford continues to develop as a great place to live with high quality, physical, social, cultural, educational and employment opportunities for all.

- To work collaboratively with new Workability programme to develop and deliver identified employment supports. Liaise with relevant stakeholders across the city and county to avoid duplication of existing services.
- 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.
- Work with other SICAP actions and Waterford Area Partnership programmes to promote and enhance service delivery to marginalised target groups.

Action 2.22 The development and delivery of self-employment promotion and supports to Priority/Target Groups

KPIs 180

The development and delivery of self-employment promotion and supports to Priority/Target Groups.

- 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 management of a small SICAP Start Up grant aid facility to support clients in early-stage self-employment.
- The delivery of focused workshops on topics such as digital strategy /business finance/sales & marketing/market trading/brand strategy/photography/AI in business.
- Supporting the engagement of targeted individuals and groups with the WAP Business Support 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 into self-employment and establish businesses, where applicable.

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

LECP #5 Liveability & Quality of Life (employment opportunities for all)

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

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

Timeframe: Jan/Feb 2025: The development of an outreach and targeting plan to consult with all key stakeholders/partners/collaborators and existing clients and build responses. Develop training schedule for delivery across the city and county.

Feb/March 2025: Programme delivery commences.

May 2025: 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 2025 delivery ongoing.

Implementation: WAP/SICAP will undertake a consultation process with statutory agencies, youth and community groups, 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, WC&CC and DEASP to identify skills gaps within the labour force locally and engage with others to build collaborative networks.

Develop new use of social media to enhance awareness of programmes available under SICAP Employment supports and highlight opportunities under other agencies etc. supported by new Communications role within Waterford Area Partnership.

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

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 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, WWETB, C&V groups focused on Priority/Target Groups, Waterford Council and DEASP. Skillnet, Workability etc.
- 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. 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.
- 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

Target Group/Area	
Target Group	People who are long-term unemployed
Target Group	Disabled People/People with Disabilities

KPI Targets	
KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	360

Action Outcomes
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
2.3 SICAP target groups progress to employment
3.1 SICAP target groups are informed about soft skill and wellbeing supports and services
2.2 SICAP target groups are better prepared to enter the labour market

Action Costs	Total	Goal 1	Goal 2
Total	€95,396.89		€95,396.89
SICAP	€95,396.89		€95,396.89

Collaborative Partners
LDC Collaboration

LECP Objectives
5.2
5.3
6.1
7.1
7.2

(2025) 2.3 2025 Soft Skills and Wellbeing

Action Details

Targeted location within CAB/Lot

Areas with higher-than-average rates of lone parent households, bad/very bad health, more than 16% of the total population with a disability, more than 5% the total population, with a caring responsibility, DPCs, Rest Centres.

Rationale

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 2022

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%).
- 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).
- There are 573 International Protection Applicants residing in IPAS accommodation in Waterford (Response to Dail Question, 23rd May 2023).

Data from the 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 (Institute of Public Health).

Description

Action 2.31 The delivery of health & wellbeing programmes building quality of life & social networks. (KPI 120)

In 2025, this action will plan and deliver well-being programmes such as mindful art, healthy cooking, yoga, mindfulness, breathwork, aromatherapy, which are all needs led and requested through collaborative work with state, community and voluntary agencies. These programmes will facilitate engagement of individuals and will focus on building an individual's social network, reducing isolation & stress, promoting healthy lifestyle choices with an emphasis on integration and building a sense of community spirit & belonging. These interventions will provide opportunities for information provision on other support services, local community groups and programmes.

AS per LECP Goal 6-Good Health & Wellbeing. SICAP will collaborate with Healthy Waterford to respond to key issues raised in the Healthy Ireland Survey by building on our existing relationship, promoting health & wellbeing interventions and health and wellbeing networks across the city & county.

Action 2.32 Motivation, Resilience, & Confidence Building Programmes to progress personal action plan goals (KPI 30)

The delivery of soft skills, confidence and goal setting programmes that encourage Priority/Target Groups to explore their own personal development goals through self-care programmes, Life Coaching and through their personal action plans. These programmes will focus on building resilience and confidence within group settings with referrals and needs identified by partner agencies such as Social Prescribing and Healthy Waterford.

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.

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 and within 2024 to identify programmes for 2025. 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:

Joint outreach G1 & G2 teams to build on and complement skills & contacts within localities and organisations including networking and non-caseload events with Goal 1 team.

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.

Evaluations and call backs to those engaged with WAP/SICAP from Priority/Target Groups during 2024

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.

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 Group/Area	
Target Group	People living in disadvantaged communities
Target Group	Heads of One-parent Families

KPI Targets	
KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	150

Action Outcomes
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 Costs	Total	Goal 1	Goal 2
Total	€47,200.90		€47,200.90
SICAP	€47,200.90		€47,200.90

Collaborative Partners
LDC Collaboration

LECP Objectives
5.2
5.3
6.1
7.1
8.1

(2025) 2.4 2025 New Arrivals**Action Details****Targeted location within CAB/Lot**

All DPCs (Direct Provision Centres), temporary accommodation centres, and areas with International Protection Applicants (IPAs) and Temporary Protection Applicants (TPAs) in the LOT region., including Designated Accommodation Centres

Rationale

Data from the "Understanding Life in Ireland: the Well-Being Dashboard" report indicates significant inequalities across multiple well-being indicators, particularly affecting immigrants, households in rented accommodation, and those with temporary or international protection status. High levels of mental health issues persist among TPAs and IPAs, driven by experiences of trauma, violence, and displacement, especially among individuals with pre-existing mental health conditions.

By 2024, applications for international protection rose 83.4% compared to the same period in 2023, reaching 14,032 by August. In Waterford County, there are 3,028 individuals under temporary protection.

Government policy changes affecting TPA applicants create an ongoing need for flexibility and rapid adaptation to new protection status regulations. Additionally, recent trends indicate that 9-13% of TPAs arriving since March have left the country by June 2024, based on CSO data, underscoring the importance of effective short-term support.

Description

The primary objective is to improve the quality of life and facilitate the integration of New Arrivals into Irish society, particularly given the temporary status of TPAs in short-term accommodation like the Dungarvan centre. Key support activities include:

1. The continued delivery of the WAP/Failte Isteach English Language Programme to TPAs and IPAs in the LOT area. In 2024, approximately 300 students participated in this program across three cities—Waterford, Tramore, and Dungarvan. A total of 32 tutors collaborated with us, forming 38 groups to date. There are plans to extend the duration of English classes up to one year, helping New Arrivals reach B1-B2 (Intermediate) proficiency. This includes developing a comprehensive curriculum and schedule for the year-long course. Funding will also be sought to provide textbooks for tutors and printed tasks for students. Advanced English support will target professionals—such as doctors, teachers, engineers, electricians, plumbers, veterinarians, and pharmacists—who require language certification to validate their qualifications.
2. Specific English language classes for New Arrivals in Waterford county aimed at accelerating their integration to local conditions, facilitating learning, and enhancing employability. It helps individuals not only improve their communication abilities but also build confidence, which is invaluable in daily interactions and professional settings. In 2024, 11 English language classes were organized in collaboration with private schools in Dungarvan and Waterford, with approximately 150 students participating. These classes ranged from Beginner to IELTS levels, enabling all participants to improve their English skills and facilitating faster integration into Irish society.
3. Promoting of targeted information sessions on topics including "Starting Your Own Business (SYOB) in Ireland," "Living and Working in Ireland" and "Studying in Ireland."
4. Development of Targeted Employment Programs for New Arrivals, including training in Manual Handling, HACCP, Food Safety, CV and Interview Preparation, and a Security Course specifically tailored for residents in IPAS Centres.

5. Progression of individuals to SICAP for training and employment grant aid support.
6. Collaboration with Gayle Barry to promote and provide targeted well-being programs to enhance social integration.
7. Coordination with Goal 1 to identify community volunteer opportunities to support integration, including events such as Family Day at Bishop's Palace organized by the Red Cross, informational sessions held at New Arrivals accommodation centres, coordination of English language courses at Virginia Crescent, and efforts in identifying educational needs.
8. Promotion and integration of individual beneficiaries with SICAP self-employment training and mentoring programs, in collaboration with Nuala O'Farrell.
9. Progression of IBs to employability and lifelong learning supports provided by SICAP.
10. Collaboration and coordination of actions with other community, voluntary, and statutory providers to support New Arrivals. Examples include the WAP Initiative "building strategic coordination of services in Waterford", support of organization of an IELTS Preparation Course in coordination with IEM. Additional efforts include collaboration with the Waterford Integration Team and WWETB to offer programs such as the "Safe Pass" course with Ukrainian translation, among others.
11. Support for the delivery of SICAP summer camp programs to foster integration for New Arrivals children and families.

Outreach & Targeting Strategies:

WAP/SICAP will build on established partnerships with LCGs, FRCs, DPCs, EROC, and Refugee Rest Centres, as well as Waterford Council and DEASP. Key strategies include: Joint outreach between G1 & G2 teams to address local gaps in employment training and emphasize local job opportunities.

Contacts with focus groups and follow-up with New Arrivals previously engaged with WAP/SICAP programs to gather feedback and identify needs.

Promotion of programs to target audiences through accessible materials, including universal design-compliant leaflets, social media posts, and website updates, with translations available where feasible.

Information stands at community events and non-caseload networking sessions with the Goal 1 team.

This action plan is focused on accelerating the integration of TPAs and IPAs, advancing their employability, and improving their quality of life, with particular emphasis on providing expedited support to New Arrivals.

Proposal for Potential Additional Allocation

Changes in Circumstances

Waterford City and County has experienced a substantial increase in the number of New Arrivals, particularly those fleeing the conflict in Ukraine. According to the Central Statistics Office, as of February 2025, there are 3,110 Ukrainian beneficiaries of temporary protection residing in Waterford county (CSO, Arrivals from Ukraine in Ireland Series 15). This is in addition to the existing population in seven Direct Provision Centres and one Reception Centre, with another centre expected to open soon.

Service Delivery Needs

Through our ongoing programmes, we have observed a consistently high demand for English language support, especially at the conversational level. Many Ukrainian refugees and other New Arrivals identify conversational English as a critical barrier to integration and employment. This is echoed in national data, which shows that over half of Ukrainian arrivals attending employment support events cite English language proficiency as a challenge.

In addition to English language classes, we are experiencing high demand for practical, employment-focused training, including:

Safe Pass Training
Manual Handling Training
Barista Training
Security

HACCP (Food Safety) Training

These courses are essential for enabling New Arrivals to access employment opportunities and participate fully in the local community.

Engagement of Ukrainian Refugees

Our records show that a significant proportion of programme participants are Ukrainian refugees, reflecting the 3,110 individuals currently residing in Waterford under temporary protection. Engagement levels continue to rise as new accommodation centres open and as word spreads about the supports available.

Proposed Fundamental Services/Supports

With the additional funding requested, we propose to:

Expand English Language Programmes: Increase the availability of conversational English classes, tailored to real-life and workplace situations.

Deliver Accredited Training: Provide additional Safe Pass, Manual Handling, Barista, Security, and HACCP training sessions.

Enhance Outreach and Support: Extend our outreach to all Direct Provision and Reception Centres in Waterford, including the anticipated new centre, to ensure equitable access to these vital services.

Monitor and Evaluate Impact: Implement robust monitoring and evaluation processes to assess the effectiveness of these supports and identify emerging needs promptly.

Conclusion

The rapid increase in the number of Ukrainian beneficiaries of temporary protection and other New Arrivals, combined with the expansion of accommodation centres in Waterford, has placed unprecedented pressure on our local integration and training services. Additional funding is essential to meet the high demand for language and vocational training, support the integration of New Arrivals, and ensure positive outcomes for both individuals and the wider community.

Costs

English Language Tutor (2 x 4 Hours per week) €4,480
Additional Safe Pass Training provision 20 x €150 €3,000
Additional Manual Handling Training Provision 20 x €150 €3,000
Additional Barista Training 20 x €80 €1,600
Private English Language School provision €10,000
Rent of Classroom for English Language classes €3,000
Static Security Training Training 10 x €400 €4,000

Total Cost of Proposal €29,080

Target Group/Area

Target Group	International Protection Applicants
Focus Area	Refugee and migrant rights and integration

KPI Targets	
KPI 1: Total number of Local Community Groups, Social Enterprises and Networks supported	
KPI 2: Total number of Individuals (aged 15 years and up) supported on a one-to-one basis	169

Action Outcomes
2.4 SICAP target groups progress into self-employment and establish businesses, including social enterprises
3.2 SICAP target groups participate in activities to improve their soft skills and wellbeing
1.2 SICAP target groups complete lifelong learning programmes
3.1 SICAP target groups are informed about soft skill and wellbeing supports and services
2.2 SICAP target groups are better prepared to enter the labour market

Action Costs	Total	Goal 1	Goal 2
Total	€48,139.73		€48,139.73
New Arrivals	€48,139.73		€48,139.73

Collaborative Partners
LDC Collaboration

LECP Objectives
5.2
5.3
6.1
7.1
8.1