

Social Inclusion and Community Activation Programme 2018-2022 (SICAP)

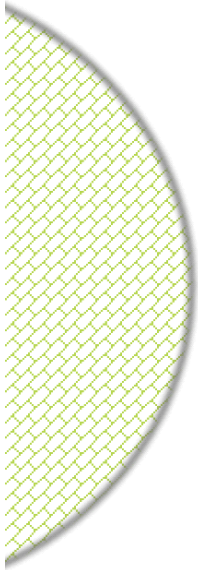
LDC Annual Progress

Report 2019



**Social Inclusion &
Community Activation
Programme**

County Kilkenny



Rialtas na hÉireann
Government of Ireland



The Social Inclusion and Community Activation Programme (SICAP) 2018-2022 is funded by the Irish Government through the Department of Rural and Community Development and co-funded by the European Social Fund under the Programme for Employability, Inclusion and Learning (PEIL) 2014-2020.

Social Inclusion and Community Activation Programme (SICAP)

Annual Progress Report 2019

(The report should be uploaded to IRIS by 15th January 2020)

Local Development Companies are required to submit an Annual Progress Report on an annual basis. LDCs should use this template to prepare the report, which will be reviewed by the LCDC as part of the Annual Performance Review. The report will also be used by Pobal to prepare the SICAP annual report.

- **Overview of 2019 (max. 1,000 words)**

Please provide an overview of the experience of SICAP implementation from January to December 2019 under each Goal, with reference to the three questions below (a-c). Refer to the relevant thematic areas under each goal when providing your responses. Areas for consideration may include, but should not be limited to, engagement with LCDC and other stakeholders, programme design and requirements, operation and delivery, budgets and resources, organisational/staff development, and external context.

Goal 1

a. Key achievements

Outline what worked well and/or any particular achievements relating to the implementation of SICAP Goal 1.

- Promote community engagement and stronger communities

Actions 1.1 and 1.2 were the strongest focus of the work under Goal 1. Communities predominantly are concerned with the process of building projects in response to the needs they have identified in same. Under Action 1.1 2019 saw a considerable amount of activity in the reach and planning area. This work included;

Under Action 1.1 research and planning was carried out around a Crisis Café for the county through the LEADER Programme. A local task group led by KLP and KCC commissioned a Needs Analysis and the development of a plan for engagement with Lone Parents and a review of the Kilkenny Traveller Community Movement and programme of leadership training was carried out .

Work did not progress on research and planning with the LGBT+ community – those gathered around the project directed the work more toward gathering people for social purposes in an initial phase and explore the value of a research process at a later stage. The Johnstown Urlingford socio economic planning process difficult to organise due to the sub regional approach – Laois and Tipperary are included.

Build capacity of LCGs

High levels of activity could be seen in the Men’s Sheds – the growth in numbers of groups, improved levels of organisation within each, good levels of funding secured, the development of small enterprises and very good exchange across the groups. The Kilkenny Traveller Community Movement continues to receive high levels of support through SICAP – KLP administers the organisation, provides support to projects and coordinates community

development activity and reports on all of these activities to the KTCM board. A review (above), will support the refocusing of this project in 2020 – 2023.

Castlecomer, Ferrybank and Graiguenamanagh continue to receive attention through the combined community development and social enterprise whole town approach. Significant progress can be seen in Castlecomer from an infrastructural perspective, but local levels of organisation remain weak. Good progress on key projects in Graiguenamanagh can also be seen and local capacity is good. Similar to Castlecomer, projects are being delivered but capacity locally is low, and a high levels of dependency on the SICAP Development Worker is a factor.

- Support participation in decision-making structures

Locally the priority is to achieve good levels of representation from SICAP priority communities on the PPN. This has been achieved for most groups. KLP works closely with the PPN to ensure representation from groups such as Traveller and Migrants.

- Promote collaborative engagement

There have been several initiatives that have promoted collaboration between community groups. These include the Festival of Cultures, Social Enterprise Training, and networking and learning events. Two networking and learning events were organized in 2019. This created an open space for community groups to express their respective achievements and challenges. Also, the networking events provided a valuable opportunity to build solidarity among diverse community groups.

A Civil Society & Politics course was a successful collaboration between SICAP and Failte Isteach. The course run over 4 weeks covered topics such as Local, National and European Government, Citizenship, Community.

- Support SEs which contribute to SICAP outcomes

Excellent levels of progress can be seen in terms of the performance of Deenside Early Years in Castlecomer and the Outdoor Hub in Graiguenamanagh. This is a result of key enterprise, compliance, standards and strategy inputs made by SICAP staff. Key additional resources were also leveraged into both enterprises. Good levels of social enterprise activity can be seen across the Men's Sheds. This focus has been encouraged by KLP to ensure financial viability and give the cavity of the Sheds a greater focus for members. A Social Enterprise Training was developed and delivered in 2019. Work with Kindred – a local collective of creatives - has been very difficult to progress as the membership are unclear about who would benefit from the group's activity and how.

- Other

b. Challenges and barriers

Outline challenges and/or barriers that you have encountered in the implementation of SICAP Goal 1.

- *Promote community engagement and stronger communities*

The programme has very good levels of contact with the migrant community under Goal 2 and with separate groups – based on nationality. Assumptions are often made about the ease of how people from diverse background might organise together – these have been proved to be naïve. KLP, KCC and the LCDC SICAP Review Group have examined how a realistic Integration Strategy might look.

There are serious challenges with regard to resident associations in under-resourced estates. There is lack of leadership and engagement with wider communities. These communities are reluctant to participate on ‘the bigger structures’ and (rightly) are more concerned with the delivery of modest projects in their areas.

- *Build capacity of LCGs*

Challenges include;

- Lack of individuals with leadership capacity within the most socially excluded groups such as in the Traveller Community in Kilkenny.
- Lack of appropriate leadership courses or toolkits to train leaders
- Membership of the groups under SICAP are transient
- Lack of public transport.
- Within the migrant community there is a lack of structure and leadership and tension between some groups.
- Working with volunteer who are time poor.

- *Support participation in decision-making structures*

Challenges include;

- Many groups do not see the benefit of being part of wider decision-making structures.
- Lack of awareness of how local decision-making structures work, such as statutory bodies.
- Lack of capacity, finance, skills of voluntary individuals to participate successfully in decision making structures.

- Promote collaborative engagement

Challenges include;

- Lack of resources/ time. Lack of consistent participation among the SICAP groups (although networking events have helped).

- Support SEs which contribute to SICAP outcomes

Challenges include;

- Lack of marketing, social media skills and funding.
- Conflict among members of community groups about strategy and practice.
- Poor business modelling and clarity on who benefits from business activity.
- Social enterprise is 'a bit trendy' and then enterprise component is in this case generally poorly imagined.

- Other

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c. Key learning

Provide details of lessons learned (e.g. actions taken to overcome challenges or what you would do differently) as well as examples of good practice (e.g. in engaging with the difficult to reach groups) and/or new innovative actions that worked well. Outline how the learning will be applied to the implementation of future Annual Plans.

- Promote community engagement and stronger communities

- Commissioning good quality research; research and planning carried out in 2019 under SICAP has a number of key features; funded across a number of organisations – collaboration - involved deep levels of engagement with target groups and stakeholders, focused and modest in scale, and resulted in 2 – 3 plans with agreed and realisable actions.

- Build capacity of LCGs

- Initiating training programmes for community groups has proved to be successful. There has been learning from gaining insight into success and challenges from among broad range of community groups. Also, a key outcome is the growing solidarity and developing need for groups working together. The groups have identified social media supports as important for outreach, for target groups (younger) and for their publicity and promotion.
- Taking advantage of ambitions shared with Rural Development Programme LEADER - KLP leveraged funding under the LEADER Programme carryout Analysis & Development process and training and development programmes – across 7 projects in 2019 to a value of and a value of €15,000.00

- Support participation in decision-making structures

In 2019 the groups actively participated in training initiatives. This has created the platform to encourage community groups to actively engage in decision making structures. This still remains a challenge. Also, local groups have expressed that they feel alienated decision-making structures.

- Promote collaborative engagement

Collaborative working is a cornerstone if the successful delivery of SICAP into Co. Kilkenny. Each action in the 2019 programme involved some level of cross sectoral work which extended from communities/ interest groups through the facilitatory activities of the SICAP to local community & voluntary groups and agencies to national funders. A positive culture of cooperation and collaboration is a key feature of the local development sector in Co. Kilkenny.

- Support SEs which contribute to SICAP outcomes

- Ensuring that communities/groups understand the reality of a business focus.
- Internal clarity on who benefits

- Other

Goal 2

a. Key achievements

Outline what worked well and/or any particular achievements relating to the implementation of SICAP Goal 2.

- Promote personal development and wellbeing

The Personal Ongoing Development Programme (POD) was delivered four times throughout 2019. A programme designed and coordinated by KLP with partial funding by the DEASP through family activation support fund. 37 participants registered for the programme, with 33 completing all sessions, of which 26 participants have progressed into employment, education, training or employment schemes.

Outreach support direct into the Good Shepherd Centre and specialised CE scheme seen an increase of referrals and engagement with SICAP. Participation on POD and subsequent progression to Kickstart indicated the programmes were suited to participants requiring additional supports.

- Provide lifelong learning opportunities

It is considered by KLP lifelong learning encompasses all purposeful learning activity, whether formal, non-formal or informal. Nearly 50% of individuals received educational advice, with 25% registering in formal educational programmes. Opportunities for individuals to participate on short courses e.g. driving lessons were individually supported.

KLP allocated funding under Goal 2.2 to support individual funding to access further education and training courses. In 2019 67 benefited from this funding. The Distance Travelled Tool was used in the delivery of KLP programmes, findings have yet to be evaluated.

- Provide preventative supports for children and young people

- Aislinn Centre, Ballyragget (Adolescent Residential Addiction Treatment Centre) A development officer (DO) meets new residents every 6 weeks to discuss progression and to link them in with SICAP equivalent in their area once they leave the centre.
- Castlecomer Community School – following on from a pilot programme 3 years ago (What's Next?) a relationship has built between the school and SICAP Development Officer (DO). The DO meets all LCA students to plan for progression other than third level once they leave school. The school also refers other students that are at risk of leaving school early or those with no planned progression route.
- TUSLA – A number of young people who had previously been in care attended programmes run by KLP. It was then that problems in the referral system became apparent so KLP reached out to TUSLA and now we sit on Aftercare Steering Group and have links to La Nua residential team in Kilkenny city to be in a position to meet the young people and plan their future prior to them leaving care. KLP were asked to give a presentation on our work to the South East TUSLA team day in October 2019.
- A tender for SICAP Youth programmes was put out in January 2019 for the delivery of educational and/or developmental supports to children and young people, tender closed on Friday the 1st of March. As with previous years we received a great response from various agencies & groups across the county, in total we received over 20 applications

for the year. Nearly all these applications received some level of support from SICAP. Programmes ranged from summer camps, small area youth programmes, SCP support programmes and number of programmes in partnership with youth agencies such as Foroige and Ossory Youth. Funding from these SICAP assisted programmes across all the youth activities/programmes engaged with approximately 680 YP/Youth in Kilkenny.

- KLP and the KKCWETB delivered a very successful 10-week Outdoors Pursuits, Hospitality & Introduction to the Workplace programme at the Outdoor Hub Graiguenamanagh. The participants were a very mixed group, and all had various challenges. The programme proved to be an important learning and life choice event for them.

- *Prepare people for employment and to remain in work*

KLP's bespoke Kickstart Programme continued in 2019, some modules delivered in conjunction with Newstart (migrant) work placement programme. This highly successful programme offers short term in-house training and a work placement with local employers. The programme is co-funded by State Street.

- *Promote better quality and sustainable employment*

Now that we've reach 'full employment' KLP has identified the need the need to be more strategic and flexible in the delivery of programmes e.g. POD and Kickstart and signposting individuals into training or education. Anticipating changes not only in the employment market and current vacancies, but also in the advancement of automation and technology, recognising and promoting training and accreditation in key skills areas for the future.

In 2019, 21 x individuals received in-work supports from SICAP. This has been through 1-1 supports and individual funding to progress further along the education continuum.

- *Provide a pathway to self-employment/social entrepreneurship*

2019 saw 104 new clients presenting for Enterprise supports, both BTWEA and STEA (Short term enterprise allowance.) 8 Start Your Own Business courses were run in 2019 in conjunction with the Local Enterprise Office, in addition to other specialised individual training that gave participants the skills needed .KLP provided business start-up grants to 8 individuals. Enterprise start up's presenting for support ranged from painting and decorating, landscaping to arts and crafts, digital marketing and social services supports such as play therapy and counselling. DO interventions focused on overall assessment of feasibility and any potential displacement, building of 'reasonableness' into the narrative of business plan, projections and overheads. Constitution of the business – sole trader etc. – and taxation advice are also important inputs. Follow ups show that there is definite increase in numbers remaining in self-employment beyond the state support of 2 years available through BTWEA – 42 %.

- *Address barriers and gaps in lifelong learning and employment*

Collaboration, networking and strategic alignment of services has been key to the delivery of SICAP in 2019. KLP have formed a number of new collaborations that has impacted on referrals into its services. An example of this is new working agreements with Tusla and KLP. Development Officers attended and presented at South Eastern conference for Tusla, raising awareness of SICAP and services offered. Referrals have increased of young adults that are being released from the aftercare support services.

- Other

KLP undertook a survey with individuals registered on the SICAP database under Goal 2. The survey was confidential and looked at the viewpoints of service users and their experience from KLP Development Officers. The overall satisfaction rating was 4.3 / 5. Over 40% still feel they need the supports and back up of Development Officers even though 80% feel they have progressed in their personal development.

c. Key learning

Provide details of lessons learned (e.g. actions taken to overcome challenges or what you would do differently) as well as examples of good practice (e.g. in engaging with the difficult to reach groups) and/or new innovative actions that worked well. Outline how the learning will be applied to the implementation of future Annual Plans.

- Promote personal development and wellbeing

POD Participants generally presented to the programme already dealing with a wide spectrum of ongoing issues/barriers; drug/alcohol abuse, mental health, learning disability, long-term unemployed. The programme will ensure it compliments any services participants are already engaged with. Using a targeted approach, KLP aim to engage with Lone Parents both in the City and Ferrybank in 2020. The collaboration with Tusla will see new referrals of young people prior to leaving the after-care system.

- Provide lifelong learning opportunities

The SICAP offering of individual funding supports to assist individuals along the training or education continuum has been very successful in 2019, KLP propose to continue this in 2020.

In 2017 KLP obtained funding from the ESF as part of the Programme for Employability, Inclusion and Learning (PEIL) to enable the delivery of employment supports to migrants. Funding was secured to implement a programme supporting the employment and training of migrants (including English language). KLP have been implementing this project – Newstart - throughout 2018/19 and to date have engaged with approximate 150 individuals providing a menu of: English and IT training, Pre-employment Individual training packages. One to one support towards employment.

- Provide preventative supports for children and young people

- Identifying needs require quick responses; the involvement in the Aftercare process grow from the engage of young people in Aftercare in The Outdoors, Hospitably and The Workplace programme. Regular SICAP follow out work exposed gaps in the development of progression routes for these young people. This has resulted in the collaboration with Tusla described above in previous sections.

- Prepare people for employment and to remain in work

There are specific skills sets that all individuals need in their future. Communication skills and reaffirmation of personal skills and attributes are key modules of the POD and Kickstart programmes. Individuals that participate on both programmes show a higher rate of learning and progression on their individual journey.

- Promote better quality and sustainable employment

KLP have developed excellent links with employers for the purpose of the Kickstart Placement Programme, many of which turned into full time employment for individuals.

- Provide a pathway to self-employment/social entrepreneurship

KLP is mindful of the fact that the majority of individuals that present with a view to becoming self-employed have never had been self-employed in the past. KLP and Kilkenny LEO take a collaborative approach to ensure this transition is as smooth as possible by utilising the experience of DO's and mentors for the benefit of clients both at commencement and throughout their initial set up period.

- Address barriers and gaps in lifelong learning and employment

Individuals personal financial circumstances have a key impact on their ability to move into education and training. Caring, family and transport are also key factors. The identification and coordination of resources to support the manging of these barriers/challenges is a complex task and is beyond the capacity of those most distance from education and training. The sector has yet to find a way of making these more visible and more easily connected.

- Other

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2) Engagement with beneficiaries (max. 1,000 words)

Please provide an overview of engagement with beneficiaries with reference to the following headings:

a. Engagement strategies

- (i) Outline the overall engagement strategies used during the year e.g. outreach approaches, location of drop-in offices.*
- (ii) Select 2-3 target groups that the LDC prioritised in 2019 and describe the specific engagement strategies used for these groups.*
- (iii) If not mentioned under key learnings above, were there any strategies that were particularly successful for specific target groups? Please describe.*

KLP has offices in Kilkenny city centre and in the Hebron area of the city. The Hebron area has some of the most disadvantaged communities in the city and this office in particular has a good level of activity with the Traveller community, people in recovery and as a platform for outreach into this neighbourhood. It was agreed with the SICAP Review Group that a more focused outreach strategy into city communities would be agreed with KLP and the FRC's and a focus will be given to the un-resourced communities – those outside the footprint of the FRC's. The company also has outreach offices in Castlecomer and Ferrybank. All offices have a mix of general office workspace, consulting (one to one), rooms and training space. The programme has access to working space in Callan, Graiguenamanagh, Piltown and Urlingford. A mix of SICAP, LEADER, TSS and RSS staff operate out of these spaces. Good levels of cross programme exchange make for the movement of individuals between programmes and the maximising of resources to build and deliver local development programmes and community projects.

Below the reader will see how under Goal 1 Action 1.1 research, analysis and participatory planning processes was a strategy used to engage with people where contact was low with the programme and other actors in the county. KLP collaborated with groups and individuals – people with mental health challenges (Crisis Café projects), Lone Parents, LGBT+ community and Travellers to explore issues and develop realisable plans (more detail below). Young people in the Tusla Aftercare Services and a local addiction treatment centre were identified as requiring Goal 2 supports. Agreements were built where services could be joined to offer a fuller experience to the individual (more detail below in section e).

b. Publicity

Outline how you promoted awareness of SICAP and what has worked well and not so well.

Publicity attached to the delivery of the programme related to the promotion of events and services. The KLP brand is strong and well attached to the range of offerings across the programmes delivered

through the company. The SICAP offering has built considerable momentum in the county but is mainly promoted using the KLP 'brand/experience'. The programme is promoted mainly through the offering; 'employment and enterprise supports', 'training and development' or 'community development supports'. Otherwise, SICAP publicity requirements were observed on all materials produced, the programme has dedicated page on the company website; <https://www.cklp.ie/sicap/>



c. Target groups

Outline challenges or barriers to supporting particular target groups in 2019.

KLP has excellent levels of contact with Travellers families. Under SICAP the company sought to engage with young Travellers in particular under Goal 2. Work revealed a persistent narrow view of what the young people were prepared to do – dedicated programmes for Travellers only divided on themes across gender lines. A piece of research on Traveller engagement in education and the labour market by KTCM and KLP reveals a reluctance to engage with the wider world and a distancing from wider school experience at an early age.

Access to particular neighbourhoods in the city was identified in 2019 as requiring a more focused approach in 2020. Small neighbourhoods not included in the FRC footprints in the city will be prioritised for more concentrated outreach in 2020.

d. Emerging needs

Outline activities carried out to support emerging needs group (if relevant to your Lot) and identify key achievements and/or challenges experienced in relation to the supports for these groups. Have you identified any other groups that should be supported under SICAP?

The LGBT+ community was identified as the emerging needs group for a second year on 2019. This was mainly due to a lack of progress made in 2018. It was the intention of KLP and KCC that initial work would be a local needs analysis and the development of a plan of activities. The company had ‘old contacts’ from previous work with this cohort and started with these to build a group that would inform and steer this work. The shape of this group had changed considerably since KLP had worked with the LGBT+ community five years previously. A whole new group of people had arrived into the city through the expansion of Cartoon Saloon and aligned enterprises. This largely international group of people have high standards of education, have been active members of lively LGBT+ communities in other locations and have the potential to develop ‘a scene’ in Kilkenny. The local visible members of the community that might gather are still a relatively small number of people.

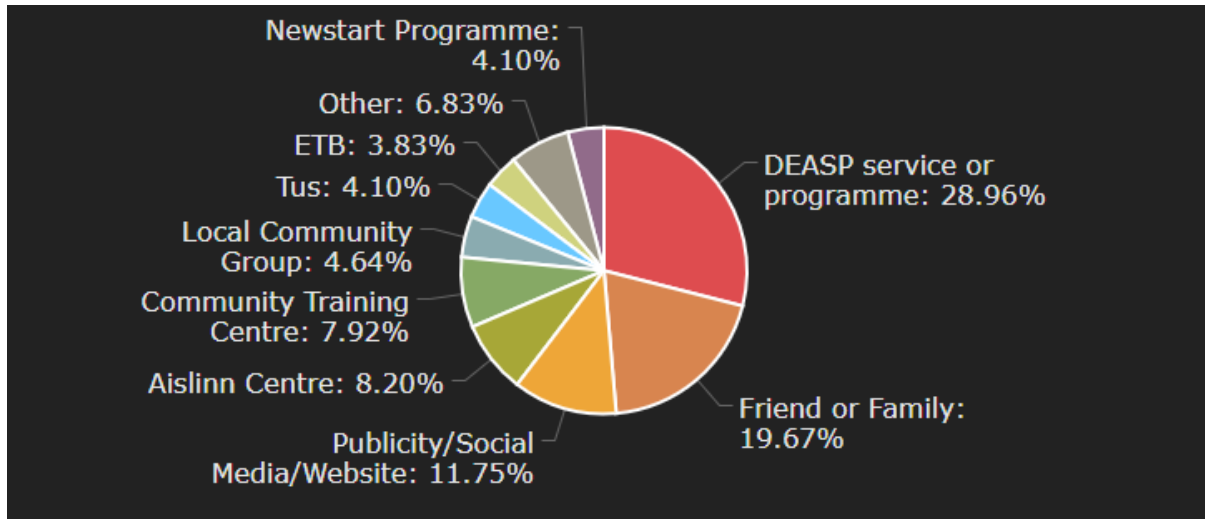
KLP ran a series of workshops that sought to explore what the shape of the research might be. After initially supporting the idea of the research and planning process the group (up to 30 people), suggested that it might be premature and that supporting social gatherings first to help build a sense of community might be better first step. Partnering with a local book shop KLP supported a number evening social events in the city in autumn/winter. These have worked well and helped manage the re-emergence of politics hanging over from previous years.

Emerging from this KLP is working to support TransLife – a new group that will support Trans people in the county and region. The group will focus on information sharing and the creation of a social space for people who are gender fluid and their families and friends in the future.

e. Client referrals from other agencies

Provide details of client referrals to SICAP from other agencies, including the level of referrals, the main agencies referring participants to SICAP, potential arrangements between agencies, what has worked well and not so well.

Of the 503-individual caseload for 2019 a total of 366 were newly registered. Referrals to SICAP for these newly registered clients is broken down as follows:



DEASP service or programme	106
Friends or Family	72
Publicity/Social Media/Website	43
Community Training Centres	29
Aislinn Centre	30
Local Community Groups	17
Tus	15
ETB	14
Newstart Programme	15
Other	25

3) Annual Plan targets (max. 1,000 words)

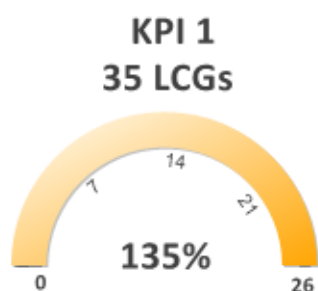
This section looks at progress in relation to meeting the targets for SICAP during this reporting period. Please provide a brief update in relation to each of the headings below:

a. Key Performance Indicators (KPIs)

Provide an update in relation to progress against the agreed KPI targets. If applicable, outline the reasons why targets were (i) not achieved or (ii) exceeded.

Annual plan targets for both Goal 1 & Goal 2 were comfortably exceeded again in 2019. The KPI target for Goal 1 in 2019 was 26 and actual 35. A further 5 social enterprises were supported under Goal 1.5. Interventions averaged at 11.5 per community group supported in 2019, with an average intervention time of just under 2.5 hours

Goal 1 - Local Community Groups



	Lot	National
Newly registered LCGs as % of KPI 1	14%	
Average number of Interventions per LCG	11.57	6.59
Average duration of Intervention	141 mins	93 mins
Number of LCG Grants	9	
Total LCG Grant Amount	€8,578.25	
Total number of LCG interventions	405	

The KPI target for Goal 2 in 2019 was 468 and actual 503. Of the 503 clients, 366 were newly registered to the programme. A strong referral pattern the programme from various agencies throughout the county and especially from DEASP contributed to these high numbers. Supports for these individuals were quite evenly spread across Education/Training, employment and self-employment. We also seen a huge uptake in our personal skills, wellbeing & capabilities supports (9% of caseload)

Individual Caseload by Target Group Report

2019 / Kilkenny County (7-1)		LOT caseload (KPI 2): 503
Target Group	No. of Individuals	% of LOT caseload
Disadvantaged Women	2	0%
Disadvantaged Young People (aged 15-24)	159	32%
Emerging Needs Category: LGBTI community	5	1%
Lone Parent	40	8%
Low Income Workers/Households	102	20%
New Communities	51	10%
People Living in Disadvantaged Communities	124	25%
People with Disabilities	42	8%
Roma	5	1%
The Disengaged from the Labour Market (Economically Inactive)	113	22%
The Unemployed	285	57%
Travellers	11	2%

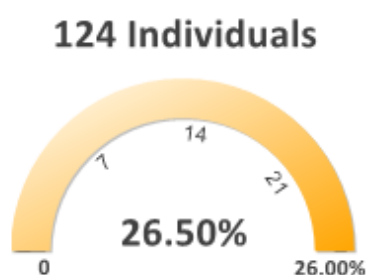
b. Disadvantaged areas (as per HP Deprivation Index)

Provide an update in relation to progress against the agreed target. If applicable, outline the rationale for level achieved (e.g. difficulties encountered, particular disadvantaged areas targeted etc.)

Of our full caseload for the year, 124 clients were classified as living in disadvantaged areas according to the Pobal HP Deprivation range. This equates to 24.7% of the caseload, 1.3% below the 26% target set. This relates to the small clusters of social housing and high number of rental properties in non-disadvantaged areas.

The percentages appearing on the Lot summary report of 26.5% below is incorrect as this figure appears to be working out the percentage of these 124 clients from our target total of 468 rather than our actual total of 503.

KPI 2 living in disadvantaged areas by Pobal HP Deprivation range



HP Deprivation Range	No. of Individuals (KPI 2)
Disadvantaged	92
Very disadvantaged	32
Extremely disadvantaged	0
Total disadvantaged	124

c. Achieving a social inclusion focus

As targets have been significantly reduced, it is critical that SICAP 2018-22 can evidence a stronger social inclusion and targeted focus in programme delivery. Please outline how this has been achieved in 2019, giving clear examples and describing how you hope to continue and strengthen this focus in 2020. Please refer to the SICAP multiple barriers measure when providing examples.

The formal documentation of the challenges experienced by particular cohorts/communities and the development of realisable plans for the delivery of supports and services under Goal 1.1 has been an important feature of achieving a clear social inclusion focus in some areas. A piece of Analysis & Development was carried out in 2019 to explore what a Criss Café might look like and where it might best be located. Funded under the LEADER programme, a deep engagement process included good levels of input by people experiencing mental health challenges, health professionals, voluntary service providers and included a trip to Aldershot (UK), to look at models used there. The Report itself is almost complete and is due to be published in January 2020. For Lone Parents; a local task group led by KLP and KCC commissioned a Needs Analysis and the development of a plan for engagement with Lone Parents. The process also invoked deep levels of engagement resulting in the development of a clear plan; *One-parent Families in Kilkenny Voice and Visibility (June 2019)*. The plan is now being moved into implementation phase by KLP & KCC. A review of Kilkenny Traveller Community Movement; funding was received from the Community Foundation for Ireland to implement a review of the KTCM and to develop a draft three-year strategy and a leadership course. This was a complex process but has yielded a small number of leaders and the setting of clearer agenda for the KTCM itself.

KLP continues to make significant inputs into the Travelling community through the KTCM. The LTCM does not have its own core resources. KLP Supports the board, administers the company and projects and provides community development and co-ordination supports to the groups. A distribution of the KLP offices, outreach points ensures good levels of access to services and supports across the county. On foot outreach into key communities and neighbourhoods supports the building of relationship with those least like to present. In-reach into schools and the services offered by others – Tusla, Probation Services etc - allows for access to the most disadvantaged people and brings significant additionality to the experiences offered to the individual.

4) Horizontal themes (max. 1,000 words)

Please provide an outline of the work and approaches undertaken in 2019 to ensure that programme implementation is underpinned by three core horizontal principles:

a. Promoting an equality framework (what work happened to ensure equal access to all in all SICAP related work?)

KLP is not only committed to the promotion of equality but also to the support of the development of an equality based working environment that in its practices and across the local development sector. Work with individuals and groups is based on high quality engagement with target groups and the

cocreation of responses to locally identified needs. The development of equal collaborations to deliver responses are an important feature of the work also. KLP identified local collaborations across communities/interest groups, community, voluntary and statutory actors and the private sector as a cornerstone of the delivery of the programme over 2018 – 2022.

b. Applying community development approaches *(what work has happened across programme implementation to ensure that communities and target groups are supported to input and participate in decision making structures and to participate in the delivery of SICAP actions?)*

A community development approach to the delivery of the programme is the most significant feature of how SICAP is delivered into the county. The company's relationships with communities and groups over time is critical to how groups and individuals are engaged with and contact is made with the most distant from wider community activities and services to individuals. An on the ground cross programme approach facilitates deeper levels of penetration and engagement.

2019 saw a number successful shared community training programmes and learning and exchange events that not only sought to upskill communities and groups through the delivery of training by experts' but to create platforms where local experience and expertise could be shared.

A local presence – extended through good cross programme work – supports greater local knowledge, access to groups and neighbourhood and outreach to individuals less likely to present for support. Local groups understandably remain primarily concerned with the delivery of projects into their communities and not in involvement in wider decision-making structures. Training, development and community development supports over 2019 sought to improve local involvement in the PPN and for particular groups participation on the Joint Policing Committee, Traveller Accommodation Committee and Comhairle na nOg for example.

c. Developing collaborative approaches *(what work has happened to ensure a collaborative approach with other stakeholders in the delivery of actions?)*

The following are examples of new collaborations developed over 2019; A number of young people transitioning out of the Tusla care setting attended programmes run by KLP. They were referred by Active Connections a provider of services to Tusla. In the 1 to 1 supports offered to the individuals it became clear that a wider approach to was required to build the individuals ambitions and the development of a Personal Action Plan with the 'buy in' of the Aftercare service. KLP reached out to TUSLA and now has a seat on the Aftercare Steering Group and have links to La Nua residential team

in Kilkenny city and outline agreements around how the young people are met and plans developed prior to leaving care. KLP was asked to give a presentation on this approach to the South East TUSLA team day in October 2019 that has resulted in referrals from 'Children in Care', Aftercare and residential units.

The Aislinn Centre, is an Adolescent Residential Addiction Treatment Centre. A KLP Development Officer (DO) reached out to the service with the offer of Gaol 2 to the individuals accessing the centre – attendees turn over every six weeks. In collaboration with the therapeutic work of the service the DO works in a practical way with the individuals to build a training and development plan to be followed on return home. The plan supports recovery as it provides the individual with a sense of where his or her life might travel in the short to medium term and provides a meaningful level of occupation. As most of those accessing the service are not from Co Kilkenny the referral/'handing over' of the person to the DO's counter part in the home county Local development Company is a key part of the successful actioning of the Personal Action Plan.

Castlecomer Community School – following on from a pilot programme 3 years ago (What's Next? – an alternative career guidance programme targeting potential early schools' leavers developed by KLP), a relationship has built between the school and the DO. The DO meets all LCA students to plan for progression once they leave school. The school also refers other students that are at risk of leaving school early or those with no planned progression route. Although this work is undocumented for the first year of contact, once the students leave school they register with DO. The feedback from the school has been positive, with the main benefit being those that in the past who dropped out often weren't showing on SICAP radar until they were 19 (1 year after being referred by INTREO) are now linking in as soon as they are out of the school system.

- **Updates to IRIS Database**

Please confirm that you have completed the following end of year requirements:

A narrative for each of the 2019 Actions has been input in the Update on Progress field under the End of Year report section of the action record. The <i>Action Progress Report</i> can be generated to view the updates for each action.
2019 financial and beneficiary data input is complete.
2019 data quality issues identified on system dashboards and views have been rectified.
Potential duplicate records have been reviewed and deactivated if appropriate.
2019 data follow-up has been carried out, as appropriate (e.g. LLL activity outcomes, still in employment/self-employment).
ESF exit data has been recorded for Individuals who exited SICAP in 2019.
ESF 6 month follow-up has been recorded for Individuals who exited SICAP up to end May 2019.
LDC contact information and staff member listing are up-to-date.
2019 End of Year Financial and Monitoring report (including the signed costs charged report and goal outcome reports) has been uploaded to IRIS.