



blanchardstown
area partnership

supporting communities across Dublin 15

Local and Community
Development Programme
End of Year Report 2014

Blanchardstown Area Partnership

LOCAL AND COMMUNITY DEVELOPMENT PROGRAMME

END OF YEAR REPORT 2014

PART A: End of Year Report on LCDP 2014

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1. Overview of 2014

2014 was a year of many challenges, of which the most noteworthy were the significant work put into merger discussions with Fingal LEADER Partnership, and the requirement for the company to submit an Expression of Interest, followed by the submission of the tender document, for the new Social Inclusion Community Activation Programme.

The proposal for a merged entity for the county of Fingal was made by the Department of Environment, Community and Local Government in September 2013. This followed the resignation in late 2013 of the CEO of Fingal LEADER Partnership, and the Board of Blanchardstown Area Partnership agreed to this proposal following significant discussion. The Chairman of the Board strongly supported the idea of one Local Development Company for the county, as a means of putting scarce resources to the best possible use and as a way of streamlining administration costs and maximising programme expenditure.

This consideration was to the fore when Board representatives entered negotiations for a merged entity under the auspices of Fingal County Council. We actively and positively participated in the series of meetings held by the Fingal County Oversight Group, facilitated by Dr Deiric O’Broin of Dublin City University. These meetings were very difficult, and during the time a number of significant delays were experienced from the other side in meeting deadlines for the exchange of financial information and the completion of due diligence templates. Following a meeting of the group on 17th June 2014, the process was halted by Fingal LEADER Partnership and no further meetings have taken place. Merger discussions therefore ceased at this time.

As the Local Community Development Programme reaches its conclusion, the decision by the Department of Environment Community and Local Government to put the new programme out to tender was a great cause of concern for both Board and staff because of the potential impact on staff. However, we have participated fully in the process to date, and submitted a full and comprehensive tender to the Fingal Local Community Development Committee by the required date for submissions. We currently await the decision of the Local Community Development Committee in relation to the provision of SICAP services for the county of Fingal.

2. Local Objectives Statements

LCDP GOAL 1 – Promote awareness, knowledge and uptake of a wide range of statutory, community and voluntary service.

Local Objective 1 - To reduce the social exclusion of residents in the RAPID areas of Blakestown, Corduff, Mountview and Mulhuddart, together with the Emerging Areas of Disadvantage of Ongar and Tyrrelstown, by increasing access to local services in accordance with the revised framework and the numbers of people using our local offices over the period of the Strategic Plan by 20% (or 2,325) over the baseline figure of 11,621 reported in 2010.

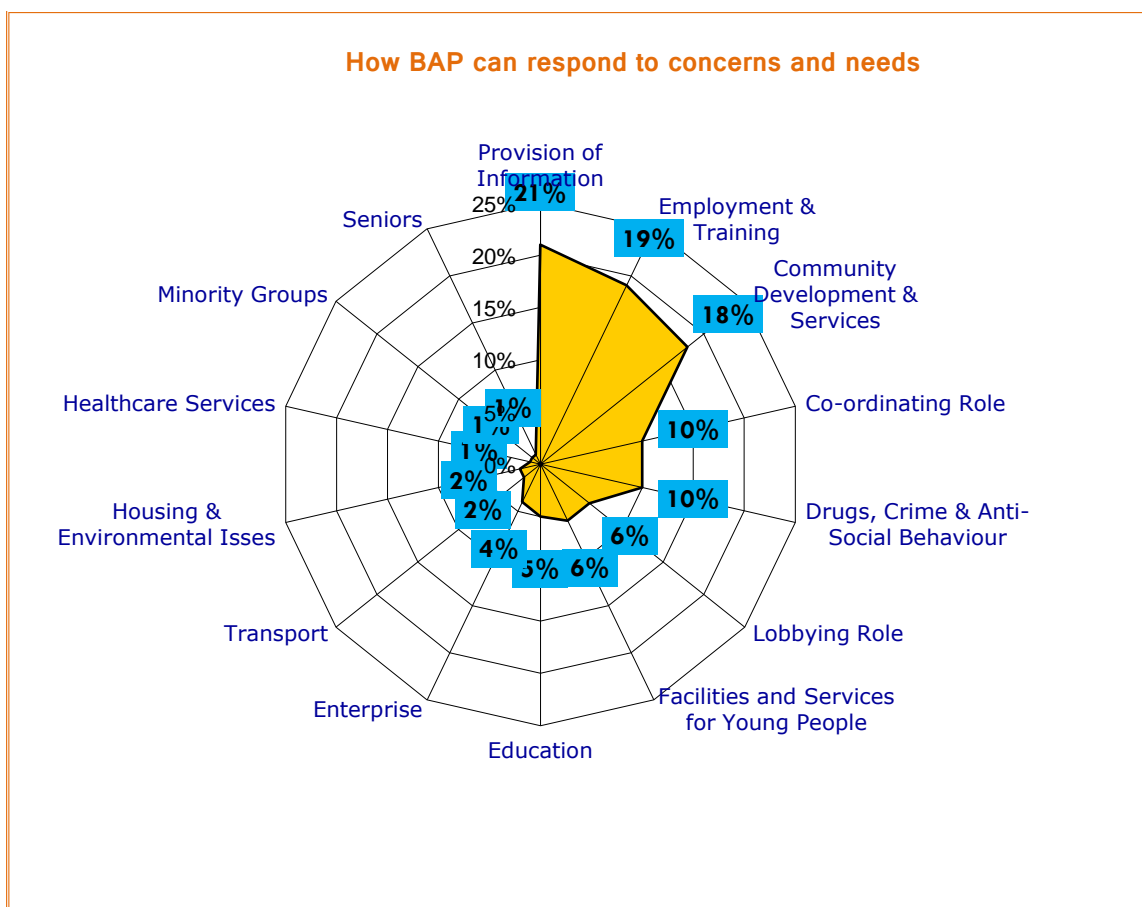
Action 1 – Information Provision

In 2014, Blanchardstown Area Partnership set about attempting to reduce the social exclusion of residents through a combination of different approaches. Frontline staff in our Blakestown and Corduff LCDP outreach offices (RAPID areas) in conjunction with our receptionist and the information centre in Dillon House, **assisted 8,756 persons obtain information on key services in their communities across Dublin 15.** In addition a **Partnership Community Newsletter was delivered to 10,000 households** throughout the RAPID estates and new emerging areas in Ongar and Tyrrelestown Estate in February and September. The Blakestown and Corduff LCDP outreach offices held **Health Fairs** in conjunction with the HSE where vital information on all aspects of a person's health was disseminated to 134 other beneficiaries and a **Senior's event** was also organised from Blakestown outreach office that 100 persons attended. According to an IRIS report **29,072 individuals received information in 2014, which is 150% above the baseline target figure of 11,621 as set out in our 2011-2013 Strategic Plan.**

Elsewhere the **Partnership staff also provided information to disadvantaged communities and target groups of the LCDP across the three other Goals of the LCDP.** Hundreds of younger persons were provided with information as part of many campaigns by the Dublin 15 Suicide Awareness Group, which a staff member chairs under the action 'Child and Family Wellbeing' Goal 2. In addition community groups also received C.S.O. census data on request, which helps these organisations provide 'evidence of need' in funding applications under a Goal 4 action, 'Socio-Economic Profile'.

Action 2 - Website www.bap.ie

Blanchardstown Area Partnership’s social media FACEBOOK page and its main website have proved to be excellent communication instruments for informing jobseekers and local communities, together with our stakeholders on the Board and Working Groups, about the function of the organisation. The home page is continually updated, which helps direct individuals to access various departments of the Partnership in a speedy fashion e.g. education. The Local Employment Services section of the website has been reformatted to assist jobseekers become more acquainted with the services offered, and how the LES may support persons back into the labour market. The popularity of the BAP website is observable in terms of the numbers of hits it generated as evidenced by Google analytics. **The provision of information emerged as the single most important issue that Blanchardstown Area Partnership should enhance based on respondents comments from our 2011–2013 Strategic Plan as reflected in the spider diagram.** Suggestions for increased provision of information ranged from additional radio and TV advertising, holding open days in schools, providing stands at supermarkets and networking in places where people socialise. **Based on data extraction from Google Analytics we can demonstrate that 26,807 unique visitors visited the Partnership’s website in 2014, and including re-visits there were 40,119 hits registered.**



Source: BAP 2011–2014 Strategic Plan

LCDP GOAL 2 - Increase access to formal and informal educational, recreational and cultural activities and resources.

Local Objective 2 - To promote lifelong learning and address educational inequality by providing access to formal/informal education and training opportunities for at least 200 men and women each year. The target groups will include older men from the RAPID areas of Blakestown, Corduff, Mountview and Mulhuddart; lone parent, particularly from Tyrrelstown and Mulhuddart; foreign nationals living in Blakestown, Ongar and Tyrrelstown; and disadvantaged youth from the RAPID and Emerging Areas of Disadvantage. Currently 20% of all training is accredited, and we plan to increase this to at least 38% (or 76 men and women) by 2013.

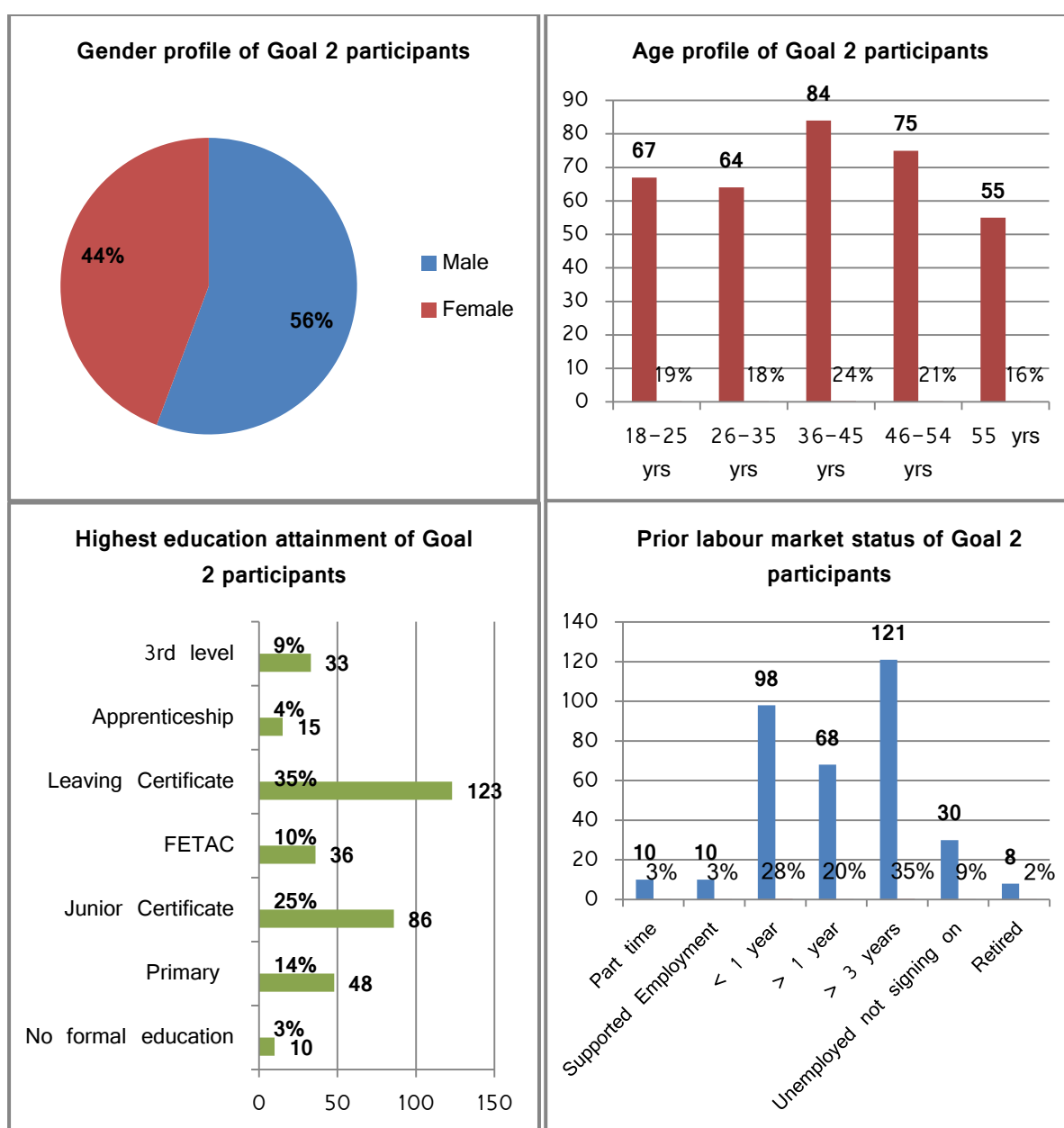
The 2011–2013 *Adult Education Strategy* of the Partnership aims to provide a range of responses to the changing needs of the LCDP target groups. In doing so the development of a local strategy to meet the needs of residents in Dublin 15 is informed by several government reports including *Adult Education White Paper* (2000), *Creating a More Inclusive Labour Market* (NESC 2006) the *Learning@Work* (May 2010) and the *Labour Market Report* (Forfas 2010). These reports confirm the necessity to support workers to improve their wider skill base in order to avoid extended periods of unemployment and ensure progression in the workforce while in employment. Although the strategy focuses primarily on meeting the needs of unemployed people with a low skill base, it also provides access to lifelong learning through adult education classes for older people in areas such as arts and crafts and non-Irish nationals through integration initiatives reflecting the demographic profile of Dublin 15.

In 2014, BAP provided educational, cultural and recreational opportunities for 315 ‘individual beneficiaries’ of the LCDP across Dublin 15 including the RAPID areas of Corduff, Mountview and Mulhuddart, and the newer developments of Ongar and Tyrrelstown under the Action Life Long Learning. **46 persons benefitted through career guidance supports** and several dozen persons improved their IT skills by completing a suite of courses run throughout the year. Another 30 persons also participated in cultural and recreational programmes (Arts and Crafts, Irish language) in the most disadvantaged RAPID areas of Corduff and Mulhuddart delivered in co-operation with the VEC and Conradh Na Gaeilge. A profile of the individual beneficiary participants by age, gender, employment and education attainment are presented in the charts overleaf.

The 2011–2014 LCDP evaluation framework distinguishes between the nature and intensity of intervention(s) that persons receive. The duration of the support/ interventions persons e.g. meeting, phone call, email; letter *etc* may benefit from, has implications for how outputs are reflected on the IRIS monitoring system. Persons input as ‘individual beneficiaries’ are those who attend a training/ education course lasting several days or weeks or sit down on a one-to-one basis for a meeting a staff member lasting an hour or longer. In contrast ‘*other beneficiaries*’ are adults and children who attend once-off sessions such as workshops and group information dissemination events. These adults along with children below 18 are *not tracked* on the IRIS monitoring system and as a result are included on the beneficiary participation rate caseload. Nevertheless a considerable allocation of time by staff members is often required to organise workshops and events based in community outreach centres.

In March 2014, for instance BAP held its fourth **Adult Learners Festival (ALF)** as part of the **Aontas Adult Learning Festival at the Draocht Library that 80 visited**. The event was co-ordinated by the ALF sub-group, stakeholders included the local Education and Training Board (ETB), Institute of Technology Blanchardstown and Fingal County Council. Elsewhere 188 ‘other beneficiaries’ also completed a 6 week course **Healthy Food Made Easy programme** (match funded by the HSE), which were delivered to a wide range of groups including people with disabilities, community drugs projects, men’s groups and seniors in local communities. Funding was accessed from the Community Food Initiative to develop a Good Food Network and this will complement the work of the HFME programme. The Power of Now motivational workshops were delivered to 17 adults.

GOAL 2 Diagrams



Source: IRIS

Goal 2 LCDP funded educational courses are linked with, Goal 3 Action 1 (Training Programmes for Work). This integrated approach continues to ensure increased learning opportunities for adults in Dublin 15. **Following on is a case study of the Fáilte Isteach programme** that featured in an ILDN publication ‘*Combating Poverty and Social Exclusion*’ Leave no one behind.

http://ildn.ie/files/page_files/FINAL.pdf

FÁILTE ISTEACH CASE STUDY



Background

The integration of non-Irish nationals is vital to Ireland’s future social and economic cohesion. With more than 140 nationalities now living in the catchment area of Blanchardstown Area Partnership, the challenge is greater than ever. The analysis of 2011 census data illustrates that non-Irish nationals now account for 23.5% (23,183) of all residents in Dublin 15. This is almost double the State average of 12%. Citizens from ‘the rest of the world’ (9,393), ‘other EU 27’ (5,678) and Poland (4,448) represent the largest numbers of non-Irish nationals resident in the area. In some small areas of Dublin 15 there are now more non-Irish nationals than Irish nationals living in the community.

A specific question on ethnic or cultural background was originally included on the 2006 census form. Significant growth occurred within most of the non-Irish ethnic groups. From a longer-term policy integration perspective it is important to point out that unemployment levels nationally are higher among than foreign nationals than Irish persons e.g. 38.8% for Romanians, Nigerian 38.7%, Other African 48.9% and Asian 48.3%, 15.8% for Irish nationals. For the first time ever in a national census, the ability of speakers of foreign languages to speak English in households was included as a distinct question. 824 persons indicated that they spoke English ‘not at all well’, and an additional 3,573 stated they spoke English ‘not well’ in Dublin 15. This data

provides evidence of the challenge in integrating non-Irish nationals, which is matched by national and international research¹.

Strategies and Objectives

One of the key actions taken by Blanchardstown Area Partnership, in conjunction with our targeted employment and training actions has been the provision of English language support through the Fáilte Isteach programme. This initiative was first established by the Third Age Centre based in Summerhill, Co. Meath 2006, and it was introduced to Dublin 15 by the Partnership's Community Development team in 2011.

Fáilte Isteach involves older persons volunteering their time to teach conversational English language skills to non-Irish nationals. Participants' English language skills are tested by tutors, several of whom have TEFL qualifications. Programmes are delivered at beginner, intermediate and advanced level English, including grammar tuition. Specific materials are used by tutors to facilitate instruction. The project is being run from the Partnership's main office in Dillon House, and also from two outreach centres in Mountview and Tyrrelstown Estate.

Monitoring, Evaluation and Outcomes

Individuals who attend Fáilte Isteach are recorded under GOAL 2 of the Local Community Development Programme via the IRIS monitoring system. They can be tracked in terms of their progression status, e.g. increased confidence levels, referral to accredited training, registering with Local Employment Service and access to employment. Random surveys of participants are undertaken to ascertain labour market status prior to registration on the course, and six months after completing the course. The types of short, medium and longer term outcomes the interventions intend to achieve are as follows:

Short Term - Participants gain access to a new network of contacts and friends through regular interaction at the sessions; they are able to build their confidence levels in communicating; they become much more aware and knowledgeable of services available in their local community; they exhibit higher self-esteem; and they identify improved aspirations and expectations for their life in Ireland.

Medium Term - Participants are recognised as having improved English language proficiency; they are provided with links to the outreach offices containing community development services; by being linked into the Partnership's Local Employment Service, participants are supported to be more active in accessing the labour market; and volunteer tutors and participants have registered with the Fingal Volunteer Centre which has its base in the Partnership's main office.

Long Term - Fáilte Isteach is helping to support the integration of non-Irish nationals within the community of Dublin 15; it is also breaking down prejudices between non-Irish nationals and Irish nationals; the programme provides

¹ European Foundation for the Improvement of Living and Working Conditions, *Access to employment for vulnerable groups*, Foundation Paper No.2, Luxembourg, Office for the Official Publications for the European Communities, 2002 National Economic and Social Council (2005) The Developmental Welfare State, Government of Ireland.

both cultural and employment related information to new residents of Dublin 15; through access to the partnership's employment and training services, participants are able to improve their CV and build their job seeking skills; and the initiative is helping to promote the value of older persons' contribution to society after retirement.

Funding for the Fáilte Isteach programme is provided through the Local Community Development Programme, supported by participant contributions. In addition, and in recognition of the need for more advanced English language training, Blanchardstown Area Partnership has provided more focused English language courses during the summer months. These short term courses enable students to progress and free up spaces for new students.

A total of 192 participants have enrolled in the Fáilte Isteach English language programme over the years 2011 to 2013. Each participant availed of up to 40 sessions per year, and new participants are enrolled as others progress out of the programme. In the first half of 2014, up to 750 sessional places have already been provided through the Fáilte Isteach programme, and this level of provision will continue to the end of the year.

Blanchardstown Area Partnership and our partners, the Department of Social Protection and Fingal County Council, were successful in our application to the European Integration Fund for Third Country Nationals. This is enabling us to deliver an additional level of English language training in 2014 which is specifically focused on Third Country Nationals on the Live Register. This training includes job seeking skills and career guidance, and is vital for this target group to progress towards the labour market.

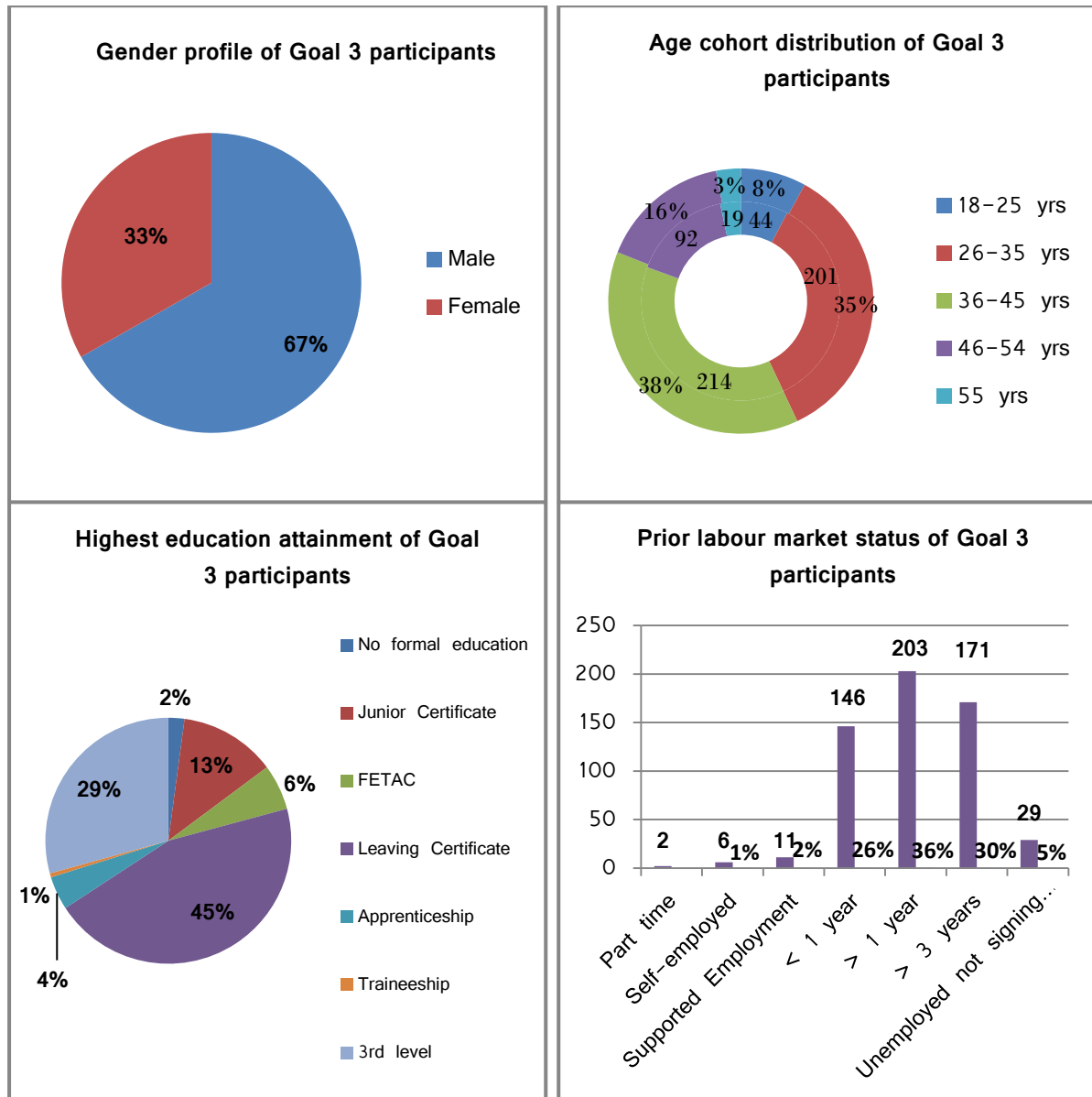
LCDP GOAL 3 – Increase in people’s work readiness and employment prospects

Local Objective 3. *To support LCDP target groups preparing for the labour market by providing targeted training for 300 people each year.*

In 2011, when BAP was in the process of creating a new 3 year Strategic Plan, the organisation undertook a consultation exercise with its stakeholders. 19% of respondents identified employment related training as the most pressing issue in Dublin 15 based on the feedback that was gathered. Unemployment had almost doubled from 4,929 persons (9.7%) of the labour force in 2006 to 9,790 persons (18.4%) in 2011 so the responses from those who engaged in the planning phase was not surprising. In an attempt to address these very high levels of unemployment, the LCDP programme has worked very closely with our colleagues the LES/ JOBLINK. The restructuring of the LCDP Community Development team has enabled us to have a LCDP staff member working full time to facilitate and provide appropriate labour market to unemployed men and women. In 2014 BAP delivered additional training from the LCDP outreach offices in Corduff in particular.

213 training opportunities of which 52 were accredited for unemployed men and women seeking work were provided during 2014. This included provision of courses including twelve Career Boot Camps, IT Fetac level 3, Future Options (a first step ‘taster’ eight week course for those entering or re-entering the workforce), Social Media workshops, TUS work readiness, a Coaching Instructor course and an accredited JOBCLUB. Other beneficiaries also attended one day workshops such as Power of Positivity and LinkedIn. A profile of all Goal 3 participants by age, gender, employment and education attainment are presented in the sequence of charts. What is discernible is the length of time persons have been signing on the live register who are referred to the Blanchardstown Area Partnership from the Department of Social Protection or approach the organisation on their own initiative. In 2014, there was a higher caseload of longer term unemployed people registered with the LCDP and receiving interventions than there was in 2011. This matches the live register figures in Blanchardstown, which show an overall decrease but nevertheless there are a higher overall percentage of persons signing on for one year or longer.

GOAL 3 Diagrams



Source:IRIS

In 2014, Blanchardstown Area Partnership (BAP) administered its fourth survey² of individuals who received labour market supportsⁱ. All survey respondents were asked to use classify using a matrix, to what extent the interventions they received from had improved their chances of re-entering the labour market. The feedback if accepted prima facie does provide an insight to what extent jobseekers are benefitting from attending training courses and receiving mediation supports. The template presents a listing of some of the prescribed LCDP outcomes across the 3 goals alongside the performance indicators and the results of the administered survey. Based on the feedback of the 99 survey participants it can be stated that these prescribed outcomes³ of the

² The report was uploaded onto IRIS under the Goal 3 action Training Programmes

³ Findings show that additional soft outcomes are being achieved in progressing jobseekers towards the labour market that are not reflected in the 2011-2013 LCDP evaluation framework

LCDP across Goals 1, 2 and 3 are being achieved by the Blanchardstown Area Partnership. Many respondents made reference to how isolating⁴ the experience of unemployment is. 38% indicated that approaching the LDC had *reduced their sense of isolation* very much and 30% somewhat. 43% expressed the opinion that the various supports they received had been very much *improved their contacts with people and networks*, 25% somewhat. Blanchardstown Area Partnership has also begun to support more proactively such groups in recent years such as the Men's shed project. Community groups are monitored under Goal 4 of the LCDP and were not examined in the context of this LCDP/LES survey.

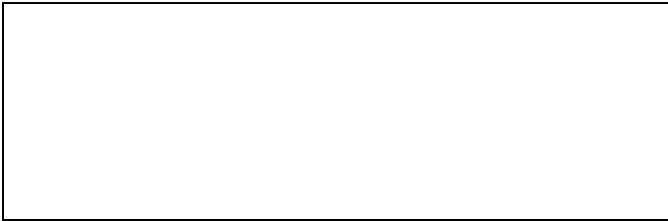
⁴ A 2011 Institute of Public Health in Ireland released a report *Impact of Recession and Unemployment on Men's Health in Ireland* makes reference to the *'vital role played by organisations operating within the community—where a first point of access can be provided for men in a secure environment..and actively support and encourage the establishment of new men's groups'*.

Table 1

Goal 1: Promote awareness, knowledge and update of a wide range of statutory, voluntary and community services	Feedback
<p>Outcomes Increased awareness, knowledge and update of one or more of the following services</p> <p>Indicators</p> <p>1.1 Level of LDC clients’ awareness of specified service provision *</p> <p>1.2 Level of LCD clients’ knowledge of specified service provision *</p> <p>1.3 Level of LDC clients’ uptake of specified services ***</p>	<ul style="list-style-type: none"> • 49% indicated that they strongly agreed that the interventions they received from the organisation had been very helpful in helping them register for external courses and 11% somewhat helpful. • 45% of respondents signified that the advice and supports they received had been very helpful in increasing their knowledge of services, 38% somewhat • 47% put forward that the information and advice they received had very much helped them in enabling them access other services and a further 10% somewhat
Goal 2 - Increase access to formal and informal educational, recreational and cultural activities and resources	Feedback
<p>2. Increased awareness and uptake of formal (to include pre-school, compulsory and post-compulsory accredited education or training) and informal (to include youth work and non-accredited post-compulsory education or training) educational opportunities for children, young people and adults ***</p> <p>2.7 Number and percentage of people supported by LDCs who enrol in non-accredited post-compulsory education or training. **</p>	<ul style="list-style-type: none"> • 30% strongly agreed that the supports they had received along the way had been very helpful in enabling them gain a qualification and 9% agreed. 36% stated that this factor was not applicable to them • 27% of respondents strongly agreed that interventions been very helpful in improving their English language skills and a further 24% agreed. 6% were neutral (None of those surveyed were participants on the Failte Isteach or English language courses funded via Goal 2 of the LCDP). • 21% indicated that their understanding of Irish culture had improved. 45% stated

	that this factor was not applicable to them
Goal 3 Increase in people's work readiness and employment prospects	Feedback
<p>1. Long term unemployed (LTU) *** and the under-employed* are better prepared for the labour market.</p> <p>1.3 Number and proportion of LDC clients reporting being satisfied with the interventions provided. ***</p> <p>1.4 Number and proportion of LDC clients attributing their preparedness to find work to an intervention by LDC or through LDC led activity. ***</p> <p>1.5 Number and proportion of LTU people*** and the underemployed* who participate in labour market activation measures (including training initiatives) following intervention by LDC or through LDC led activity. ***</p> <p>1.6 Number and proportion of LTU people who take up employment following intervention by LDC or through LDC led activity within 6 months of programme completion.***</p> <p>3. Increased levels of self-employment amongst the LTU. *** (prescribed outcome)</p> <p>3.1 Number of LTU people who become self employed following intervention by LDC or through LDC led activity. ***</p> <p>3.2. Number and proportion of LTU who set up an enterprise that is operational for 12 months or more following intervention by LDC or through LDC led activity.**</p> <p>3.3 Number and percent of programme participants still in business, 2 years after</p>	<ul style="list-style-type: none"> • 43% of respondents strongly agreed that the <i>interview skills</i> supports they received had been 'very helpful', 24% 'somewhat helpful', and 11% 'not helpful at all' • 43% of respondents also strongly agreed that the <i>communication skills</i> supports they received were very helpful and 19% agreed • 47% suggested of respondents suggested that their <i>CV supports</i> they received were very helpful and a further 18% somewhat helpful • 28% strongly agreed that their <i>job search skills</i> via social media had improved and 19% somewhat • Of the 39 respondents who answered 41% claimed that the interventions they'd received had helped them 'very much' in supporting them to gain <i>work experience</i> and another 6% somewhat. 28% suggested 'not really or not at all'. • 47% (15) persons indicated that the interventions had helped them very much in accessing a <i>Tús or a Community Employment scheme</i> and 6% somewhat helpful. 16% were undecided and 19% stated 'not at all'. • 35% indicated that the interventions had been very helpful in them finding <i>full-time employment</i> and 8% stated 'somewhat'. 19% were undecided and the same percentage said 'not at all'. • 14 persons or 38% of respondents indicated the supports they received had helped them very much in securing a

<p>start.*</p>	<p><i>part-time job</i> and 5% somewhat. 16% were undecided and 22% stated ‘not at all’.</p> <ul style="list-style-type: none"> • 3 persons suggested that the Partnership’s supports had been very helpful in support them set up their own business and a further 2 somewhat
	<p>Non prescribed outcomes reported by survey respondents</p>
<p>There are no social indicators across the Local and Community Development Programme to capture these core competencies and soft outcomes some of which are short term, medium and long term. (Please refer to the LES Logic Model for more information)</p>	<ul style="list-style-type: none"> • 37 persons or 56% indicated that the supports they received had been improved their <i>motivation levels</i> ‘very much’ and 17 (26%) ‘somewhat’, whereas 8% indicated ‘not at all’ • 34 persons or 50% suggested that the supports they received had improved their <i>confidence levels</i> ‘very much’ and 15 (22%) somewhat, whereas 7% indicated not at all • 51% put forward that the advice and supports they received had improved their <i>aspirations</i> and 24% somewhat while 8% suggested ‘not really’ • 57 persons or 67% of respondents denoted that that the interventions they received had been very helpful in <i>identify their skills and providing them with a career path</i>. 18 persons (21%) said somewhat and 4% not helpful at all. • 38% indicated that attending the LES/ JOBLINK had <i>reduced their sense of isolation</i> very much and 30% somewhat • 27 persons or 43% expressed the opinion that the various supports they received had been very much <i>improved their contacts with people and networks</i> , 25% somewhat • Finally 41% signified that the interventions



they had received had very much provided them with a *renewed sense of purpose* and a further 27% somewhat with 22% stating ‘not really’ or ‘not at all’

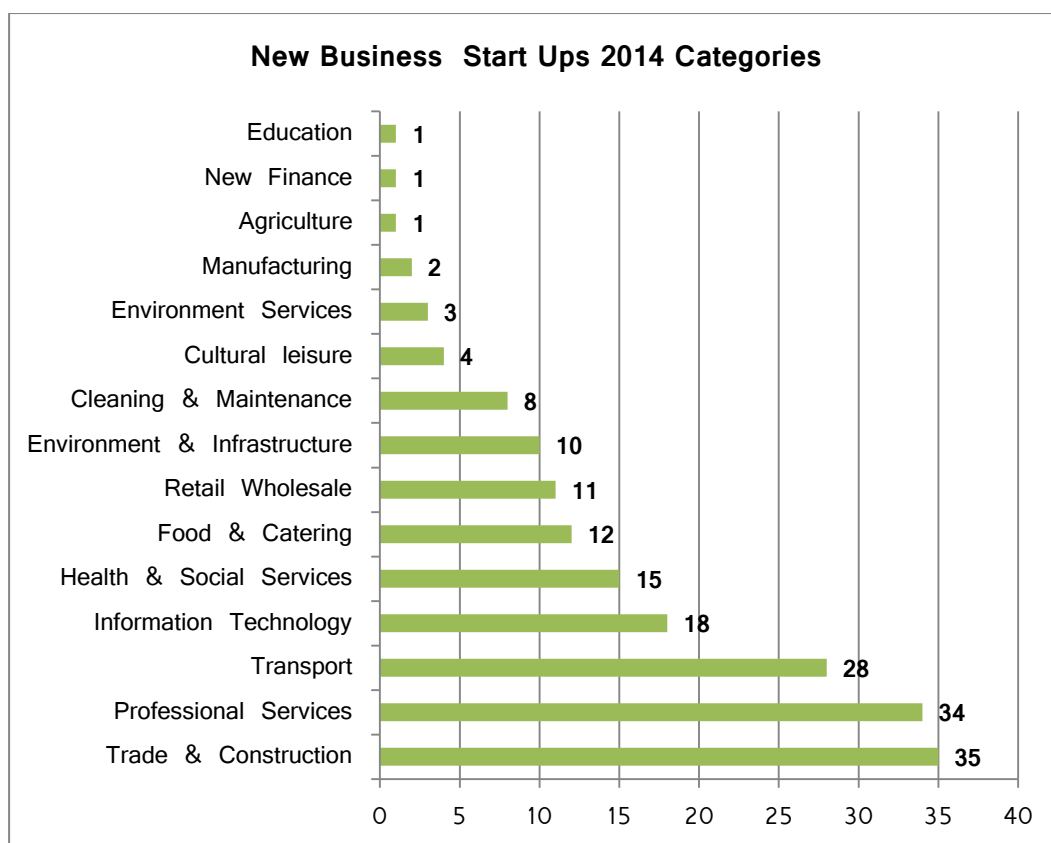
Local Objective 4 *To increase self employment by providing one-to-one enterprise supports to 200 people, leading to 100 new businesses and 500 places on enterprise seminars, workshops and courses each year.*



Enterprise

The **Enterprise Officers met face to face with 371 individuals in 2014, to discuss the complexities of setting up their own business.** Prior to the one to one meeting they were provided with advice over the telephone, by e-mail and through links on the Enterprise Section of the Blanchardstown Area Partnership’s website and social media FACEBOOK page. The initial telephone conversations help determine the options the Enterprise Officer deems best suited to the needs of the individual. As a result they could be advised to carry out market research about the business they are potentially looking to establish. Alternatively they could be encouraged to attend enterprise workshops, referred onto other Partnership actions such as Failte Isteach to improve their English language skills or even a government labour market schemes such as JOBBRIDGE that a Local Employment Service mediator can best advise on.

The **result of the above activity was that 193 individuals set up new businesses in 2014,** and they indicated to Enterprise Officers that they would **recruit an additional 90 employees, which highlights the wider multiplier effect of the BTWEA scheme.** The most prevalent sectors of the economy where new businesses were created were in trades and construction (35), professional services (34), transport (28) and health and information technology (18) **See bar-chart overleaf.**



The Enterprise Department also delivered a wide range of workshops and seminars for 1,308 places for persons interested in starting a business, as well as those who have already set-up in business to help sustain their existing practice. The schedule of seminars covered topics such as Market Research, Bookkeeping, How to Come Up With New Ideas, How to Get Money For Your Business, How to Sell Better, Ebay for Sellers, Franchising and VAT. These individuals frequently follow up with further one-to-one meetings with the Enterprise Officer to help progress them into self-employment or expand their existing business.

The Enterprise Officer and members of the Community Development Team also provided interventions to local social economy businesses in 2014 that support the target groups of the LCDP who have helped create local employment opportunities either as committee members or through Chairing the social economy.

- BAPTEC Ltd www.baptec.ie (Chair)
- Corduff Sports Centre (Secretary)
- Dublin 15 Community Interpreting and Translation Service (Committee member)
- BASE <http://base-centre.com/> (Enterprise selection committee)
- Phoenix FM <http://www.phoenixfm.ie/en/index.php?id=1>

Following overleaf is a case study Don Langan who set up a home and office removal company called Get Cracking.

Case Study



Don and Nataliya Langan are the owners of **Get Cracking** <http://www.getcracking.ie/> a **home/office removal services and storage specialists** in Dublin and across Ireland. A typical home or office move generally begins with an initial on site location visit in order to provide an accurate moving quote and establish a good understanding of what exactly a home or office move may require in terms of packing boxes, bubble wrap time, moving crates and ultimately cost. Sometimes a move may require disassembling furniture in order to get it through a living room door and reassembling the furniture at the final destination. On occasion specialised lifting equipment for office equipment such as filing cabinets and servers may need to be used or for more delicate objects such as grand pianos. **Get Cracking** were lucky enough to get approached by **RTE Show called "Truckers"** to compare them against a larger removals company. *"It was a big break and we got some work from it because of our story"*. For more information see YouTube link. <https://www.youtube.com/watch?v=Z8xqqwnQ2vl#t=290>

Get Cracking has expanded rapidly since it first was started up in **May 2011**. Don set up the business as a sole trader but he and his wife are in the process of turning it into a Limited Company. They have recently applied to the Bank of Ireland for a commercial mortgage to purchase a larger warehouse than they currently operate from. If successful this will enable Get Cracking increase its storage capacity by 400% resulting in increased turnover and higher profit margins. Since starting up the business **Get Cracking** has recruited 2 staff who work on almost a full time basis and another 4-5 who work part time and then sign on at the local DSP office for the remainder.

Don heard about Blanchardstown Area Partnership through word of mouth and approached the organisation in the spring of 2011. *"I was on the social welfare; dole at the time and couldn't get a job. I didn't like the idea of being on the dole"*. He goggled independent advice on setting up your own business beforehand but *"found that it was ridiculously expensive"*. During the next two months Don and his wife attended over 20 enterprise workshops in BAP such as taxation, build your own website, specialist advertising alongside meeting with the Enterprise Officer on a one-to-one basis. He *"enjoyed the workshops a lot and found them very helpful and didn't event*

know there was a Back to Work Enterprise Allowance Scheme". In his own words "if you attend the right amount and the right classes you have everything you need to get going, there are no excuses".

The most difficult and worrying decision for Don was making the decision to get off the dole would but *"looking back it wasn't". "There is a fear when you are sitting in the class thinking what will happen if it doesn't work out. Having been on social welfare it isn't the place to be, its dead end its rubbish. It's demoralising. If you can get out there and do anything it is better for everyone".* However, he also points out that *"it's difficult enough to get back onto the social welfare and you can't reapply for the BTWEA for a period of time. Fear and the worry was the biggest thing".*

The single piece of advice that Don would offer to people looking to set up their own business *"to get off the social welfare and not be afraid. Definitely. It's not place to be. Anyone who can do a days work should consider it".* The other piece of business advice that Don recommends to potential entrepreneurs is that young Start Ups need to use the internet to promote their business to its maximum potential *"We have 3 websites and another is being built".*

For more information on Get Cracking see the following social media links:

<https://www.facebook.com/pages/Get-Cracking/197018983669778>

<https://www.linkedin.com/pub/removals-dublin/34/492/93a>

The Enterprise Department regularly requests information from individuals about the quality of courses delivered and wider supports offered to them. Client satisfaction surveys are circulated to them and also evaluation sheets are provided to individuals after each course. The feedback is closely examined and lessons are taken on board to shape the delivery of future courses. **Blanchardstown Area Partnership conducted a telephone survey of enterprise clients who established their own business back in 2010.** The objectives of the exercise were to:

- Establish the labour market status of individuals who established their own business back in 2010
- Capture whether businesses owners have recruited new staff since starting up their business
- Gather evidence as to the core competencies and soft outcomes that have emerged through receiving small business supports and as a result of setting up their own businesses
- Provide micro-enterprise owners with an opportunity to provide feedback, regarding the quality of the advice and supports they received before and since going onto the back to work scheme(s)

By focusing on these four objectives Blanchardstown Area Partnership attempted to gather data on the **'social impact' of the Enterprise Department functions alongside the enterprise allowance schemes factoring in such issues as deadweight, displacement and a potential multiplier effect.** According to Maas and Liket (2011a, p4) *'the lack of consensus on the definition of social impact causes confusion and hampers the ability to study the phenomenon'*. The definition of social impact as

used by the International Association for Impact Assessment is ‘*social impacts are intended and unintended social consequences, both positive and negative, of planned interventions (policies, programs, plans, projects) and any social change invoked by those interventions*’ will be used in this BAP report. Maas and Liket note that ‘*despite the practical and theoretical importance of categorising social impact measurement methods, a system to do so had not yet been developed*’ as social impacts are hard to measure and because of the qualitative nature of social impact. **The full report is available to access on the Reports and Publications section of the BAP website and was also uploaded onto IRIS under the relevant Goal 3 action.**

Summary and Conclusions of Enterprise Survey

Blanchardstown Area Partnership’s survey of clients who set up in business in 2010, attempted to gather information as to the social impacts of the Back to Work Enterprise Allowance Scheme. According to the International Association for Impact Assessment social impacts *can be thought about as having ‘intended and unintended social consequences, both positive and negative, of planned interventions (policies, programs, plans, projects) and any social change invoked by those interventions’.*

Since the start of the economic recession, the Enterprise Department experienced a significant increase in the numbers of persons approaching the service to explore the possibility of setting up their own business. Overall the findings of the follow up survey with clients who set up in business in 2010 are very positive. 65% of the businesses started up by individuals in 2010 are still trading four years later. These survival rates compare favourably to Central Statistics Office data, which suggest that the survival rate of all sectors with employment with employees of one to four employees is 56% with reference to year four. In addition 33% of those still in business who responded to the survey had recruited staff since transferring onto one of the two main enterprise allowance schemes.

The average turnover of the business owners whose businesses were still operating was €27,000. This might provide evidence that these individuals are financially better off having started a business and signed off the live register. This in turn would provide a gain for the national exchequer as these individuals are now paying taxes and in some instances recruiting persons from the local labour pool. Further evidence as to the financial health of these businesses was sourced as 46% indicated that they were ‘getting by’; a further 30% were ‘performing reasonably well’. Evidence with respect to the continuing need for the existence of the enterprise allowance schemes was obtained. 96% of all survey respondents suggested that the two schemes were either ‘extremely important’ or ‘very important’ in helping them set up a business.

Table 1 Trends in Enterprise Department Supports 2007–2012

	2009	2010	2011	2012	2013	2014
Pre-Enterprise	260	435	466	472	395	371
New Enterprises	89	129	222	200	153	193
Additional Jobs Created	116	139	90	136	89	90
Workshop Places*	665	903	969	736	1,094	1,308

Source: IRIS & SCOPE

Regarding closed businesses, 55% of former business owners stated that they had re-entered the labour market on a part and full time basis, and 3% are in part-time education. 33% however, are still seeking work several years later. The survey findings did not identify any particular sectors faring better or worse than others although there was reference made by some persons in the trades and construction sector to the effect the black economy was having on their business venture.

57% of overall respondents suggested that the Back to Work Enterprise Allowance Scheme operated by the Department of Social Protection could be improved. These ranged from:

- access to start up capital
- maintainance of secondary benefits
- more follow up support once a person goes onto a scheme
- improved communcation from the Department of Social Protection and
- extending the length of the enterprise schemes

The maximum period of 9–12 months for the scheme is short and is dependent on a person having a Job Seeker's Benefit entitlement. Further to this participants on the STEA are automatically disqualified from applying for the Back to Work Enterprise Allowance Scheme for a further five years irrespective of amount of time spent on STEA. There are also continual issues surrounding the length of time it takes to be awarded Jobseeker's Allowance. This frequently causes an unnecessary delay for people establishing a new business. Regarding access to capital, 44% of total respondents outlined that they has access to other financial assistance apart from the BTWEA schemes in setting up their own business including redundancy payments and personal savings or family loans. Several persons did suggest that the scheme could be improved by small loans being made available to acquire tools or a grant for a premise. On further prompting from the researcher it was discovered that they were not aware that persons can apply to the Department of Social Protection for up to € 750 funding under the Technical Assistance and Training Fund ⁵ to purchase tools.

A copy of the logic model⁶ which Blanchardstown Area Partnership drew up is included in the appendices. This sets out the envisaged outcomes in the short, medium and longer term that the Enterprise Department expects as a result of someone approaching the organisation and receiving supports and interventions and going on to establish a business. The 2014 telephone survey attempted to gather evidence as to what extent individuals had acquired these core competencies and soft outcomes. Based on the feedback obtained it would appear that many of these soft outcomes transpired albeit to differing extents (see figures). For instance 33% of persons

⁵ The person who transfers onto the BTWEA scheme must submit an application form, a business plan along with three quotes for goods to the Department of Social Protection. The payment is made by DSP directly to the supplier of the goods/services. The applicant must pay 25% of any quote sent in.

⁶ A logic model (also known as a logical framework, theory of change, or program matrix) is a tool used most often by managers and evaluators of programs to evaluate the effectiveness of a program. Logic models are usually a graphical depiction of the logical relationships between the resources, activities, outputs and outcomes of a program [Wikipedia 6/3/2014]

stated that the advice and supports they received had been very helpful in improving their aspirations and 30% suggested somewhat. In contrast just 9% of respondents suggested that interventions had been very helpful in improving their English ‘language skills’ and 85% suggested this factor was not non-applicable to them.

In light of the findings of this Blanchardstown Area Partnership survey, it can be stated that the Back to Work Enterprise Allowance Scheme is achieving the stated primary and secondary objectives of the scheme as envisaged back in the 1990s (See appendix). Long-term unemployed people are being activated to leave the live register and integrate them into self-employment. The scheme is also encouraging new Start Ups to create jobs for other long-term unemployed people and reducing any potential dependency culture that might otherwise exist.

Soft outcomes

Question fifteen of the questionnaire attempted to gather feedback in connection with outcomes. The Institute for Employment Studies in the UK in 2000 released a guide for organisations on measuring soft outcomes and distance travelled. They point out that core outcomes can be grouped in many different ways and that some core indicators and outcomes are applicable to most target groups. They may be classified as key work skills, attitudinal skills, personal skills and practical skills.

All survey respondents were asked to use rank, using a scale matrix, to what extent the interventions and supports they received from the Enterprise Department and since starting up their own business had improved their soft skills that might otherwise improve their probabilities of their business continuing to be sustainable. Three bar charts portray the collated feedback of respondents. The following bullet points represent a synopsis of that information, which are best read in conjunction with charts.

- 31% of respondents reported that receiving advice and supports from the Enterprise Department had been very helpful in ‘improving their knowledge of services’, 23% somewhat, whereas 30% were neutral
- 31% of respondents suggested that the ‘communication skills’ supports they received were very helpful and 24% somewhat helpful
- 49% of respondents reported that attending workshops and one-to-one sessions have been very helpful in improving their ‘confidence and motivations levels’. 20% indicated neutral and 11% said it wasn’t applicable to them
- 33% put forward that the advice and supports they received had been very helpful in improving their *aspirations* and 9 persons (30%) somewhat, whereas 3% indicated not helpful at all
- 29 % indicated that the interventions they received had reduced their ‘sense of isolation’ and 5 (16%) somewhat helpful. 39% suggested this factor was not relevant to them.
- 27% expressed the opinion that the various supports they received had been very helpful in improving their ‘contacts with people and networks’ and 6 persons or 20% somewhat helpful. 23% stated this was not relevant to them and a further 23% indicated that they neutral

- 23% indicated the supports they received had been very helpful in improving their ‘income levels’ and 43% suggested somewhat and 20% were neutral
- Just 9% of respondents suggested that interventions had been very helpful in improving their English ‘language skills’. 85% suggested this factor was not non-applicable to them

LCDP GOAL 4 – Promote engagement with policy, practice and decision making processes on matters affecting local communities

***Local Objective 5** – To support and develop community engagement with decision making bodies, through streamlining of existing structures to ensure a strong community voice at local level. We will achieve this objective by working to build a strong community structure in Blakestown, Corduff and Mulhuddart to replace the former CDP management groups; and by working with the community in the Emerging Areas of Disadvantage in Ongar and Tyrrelstown to support the development of a representative community structure.*

CASE STUDY **Mulhuddart Men’s Shed**



Blakestown LCDP outreach office has provided *pre-community development supports* as identified in the publication Insights 11: Community Development Strategies and Actions within the Integrated Local Development Programme to the **Mulhuddart Men’s Shed** over several years. The Men’s Shed is situated in a RAPID area and a number of organisations have been central to the development of the project since its foundation. Critically however, the Dunne Family (Anthony and Paul) handed over a trance of land next to Mulhuddart Village on which to allow it to operate from that is leased on an annual basis. This land was originally a scrap yard that the men who came to engage with the project over a period of several months helped clear up.

In 2011, two staff members from Blanchardstown Area Partnership were invited to the Annual General Meeting of Aontas, where John Evoy of the *Irish Men’s Shed Association* (IMSA) gave a presentation about the vision and ethos of the Men’s Shed. Following this Blakestown LCDP maintained contact with the IMSA and exchanged telephone and written correspondence. Staff in the LCDP outreach office in Blakestown had been engaging with some isolated men living in the local community over a period of time prior to this that on occasion came together in Blakestown Community Centre.

The Community Worker for Blakestown outreach office arranged for John Evoy of the Irish Men's Shed Association, to visit Blanchardstown and give a talk about the concept of Men's Sheds that 52 men attended along with *Safer Blanchardstown* and *Fingal County Council*. A significant amount of work went into this organising the event with men being approached in local bookmakers and bars and flyers dropped off in different settings. In the intervening 3 years Community Worker for Blakestown outreach office has provided on-going group supports to facilitate the project link in with local businesses to help with fundraising activities and learning exchanges with other Men Shed's projects in Athy and north Fingal. In addition she has provided one-to-one mentoring supports for several of the men by making contacts with the *Institute of Technology Blanchardstown* and *Blanchardstown Adult Education Service in Dublin 15*. Blanchardstown Area Partnership also allocated LCDP funding for insurance and electricity set up costs for the Men's Shed when it was officially launched in December 2012.

The **Men's Shed** in **Mulhuddart** has developed and changed considerably since it was set-up. "*It is more structured and there is more stability to the project itself*" according to Hans who completed his Tus Community Work placement through Blanchardstown Area Partnership with the Men's Shed. Since approaching the Men's Shed several of the men have returned to full-time education to complete their Leaving Certificate with the *Blanchardstown Adult Education Service* and training courses in Horticulture through *Crosscare* in Blanchardstown Village and IT skills. The *Rediscovery Centre* <http://www.rediscoverycentre.ie/> a social enterprise dedicated to providing community employment and training via innovative reuse enterprises also delivered furniture restoration training course that 10 men attended. This was possible because of Local Agenda 21 funding from *Fingal County Council* and the *Institute of Technology Blanchardstown* provided a workshop space for the 3 days training along with lunch.

Since a container was also donated by the Dunne Family, the men have begun to craft different wooden products such as Wishing Wells and bird houses from the site that have been sold at Christmas markets held in Blakestown Outreach Office. More recently the men also approached *Blanchardstown Garda Station* and begun to re-condition stolen bicycles that have not been retrieved by previous owners. All monies generated by the above activities are re-invested into the **Men's Shed** in **Mulhuddart** to cover any running costs. At present a brand new premises is being built by the men themselves helped by donations for products and services such as bricks (Dunne Family) and electricity (*Drugs Task Force*) along with €3,000 *Ebay* (see photo) *Yahoo* and €1,000 from *Fingal County Council* to build a toilet on the site. The men also have plans in 2015 to build a new Green House from which to grow vegetables and fruit and put in new bedding plants at Ladyswell Primary School in Mulhuddart.



The **Men's Shed** in **Mulhuddart** remains first and foremost however, **a social outlet for the men involved where they have the opportunity to improve and maintain their health and well-being** in a relaxing non-judgemental environment. Several of them point out the **Men's Shed** has helped turn their lives around. By participating with the project they can open up to one another and share their emotions and feelings in a way they could not do so with their partners or paid professionals.

For more information please view the Mens's Shed FACEBOOK page

<https://www.facebook.com/Irishmensshedassociation> or contact **Jean Clifford** at **01-8115936** in **Blakestown LCDP Outreach Centre**.

3. Local Employment Service Network

The Blanchardstown Local Employment Service (LES) is our most important strategic partner in the delivery of the LCDP strategy, and the LES is also a key part of our response to the needs of unemployed men and women in the Dublin 15 area. We have managed the Blanchardstown LES since its establishment in 1997, and employ all the LES staff members on contract. Since its establishment the LES has provided a significant service to clients, including mediation, adult guidance, job seeking services etc. The LES operates from our main office in Dillon House, and there is an outreach offices in Parkside, Mulhuddart which is a RAPID area. The LCDP Training Co-ordinator is pivotal in the collaboration between the two programmes. He works closely with the LES manager and mediators and together they arrange appropriate responses to the needs of unemployed clients.

Activation Clients

Blanchardstown LES began receiving clients through the National Employment Action Plan in 2004, when four clients were referred each week from FÁS. This increased to 16 clients per week being directly referred from D/Social Protection from 27th May 2009. A significant increase in referrals was agreed in late 2010, which led to a weekly intake of 32 NEAP clients. In 2013 a contract was agreed with the Department Social Protection which increased this to 80 referrals of NEAP/Activation clients each week. These are men and women who have been signing on the Live Register for at least three months. They are from a wide range of backgrounds, of all ages and many nationalities.

In 2014, in recognition of the ongoing demand for services, discussions took place between LCDP and LES management, to identify how the LCDP could continue to support the development of a range of additional actions in response to the changing nature of unemployment in Dublin 15. These discussions focused on how best to support the increasing numbers of Activation clients who had good skills and no previous experience of unemployment. Funding was made available from the LCDP Goal 3 budget to enhance the work of the LES and to provide appropriate labour market training to these clients in order to equip them for current/future employment.

One of the initiatives that continued to fulfil these needs during the year was the Career Bootcamp. This is a week-long programme that combines CV workshop, Interview skills, Career guidance and peer network to unemployed people, in order to equip them with the skills they need to re-enter the labour market. Other training programmes provided during 2014 included Social Media training, as a large percentage of job openings in the local and national labour market are circulated through social media as opposed to national newspapers and recruitment agencies.

All direct quotes from Career Bootcamp evaluations

Future direction/ next steps:

'My next step is now to try and regain employment as soon as possible and regain my confidence'

'Create a job search plan, active job seeking to include hidden jobs market and more proactive networking'

Next steps/options ' Too many to be counted, it has opened up a world of opportunities. A lot to work on selling myself – I am confident, I can aspire to even higher roles!'

'Job and continue in education at night'

'To become more qualified and move into teacher training or director of school'

'In the future I will treat job searching as a job with a daily schedule and use all of the tools available to me'

'To work within the community to create a better world'

'Go out and get a job'

Comments about modules, tutors:

'Very friendly presenters – extremely motivational and positive'

'All modules had useful key information and were presented in a dynamic and interesting manner'

'Please keep this up, it is very empowering and the knowledge I have gained about actively seeking employment....'

'All modules were very informative and tutors were extremely positive and helpful'

'All modules were great.'

'Very helpful, very friendly, very good at explaining their modules'

'Excellent tutors and co ordinator'

Suggestions for improving course:

'No, Course is Excellent, relevant and up-to-date'

Personally

'I feel the Bootcamp has been very useful'

'It was a fantastic experience, I learned much more than I expected'

'I feel that this course has given me new tools to help me look for work'

The courses referenced are all recorded under our life long learning action under Goal 2 and training programmes for work under Goal 3 on IRIS.

Blanchardstown Area Partnership also allocated LCDP funding to the **Joblink Network**. This is a weekly drop in support group for Jobseekers living in the Dublin 15 area or working with the Local Employment Service. It is a forum for jobseekers to access job and training opportunities,

advice, job application and interview support, share contacts for companies and access services which can support people who are unemployed. Job vacancy opportunities are also shared through daily email alerts.

IRIS Monitoring

Once the NEAP clients are referred from the Department of Social Protection they are registered with the LES and avail of the services that they provide. When an LES/NEAP client is referred to a training programme provided under the LCDP they become Partnership beneficiaries, and the interventions and outputs are reported in the IRIS system by our Performance and Monitoring Officer. When clients complete their training they are usually referred back to the LES where they receive further support in seeking employment. The LCDP training intervention may be very beneficial or even crucial for the clients in securing employment. For this reason the LCDP and the LES have agreed that 50% of job placements for this caseload of clients can be reflected as outputs on the IRIS system. These job placement figures will be provided to BAP'S IRIS Administrator twice a year in April and September to meet POBAL's monitoring deadlines. A client satisfaction survey of LCDP / LES clients was administered in 2014 and results were reported under Goal 3.

Tús is a Community Work Placement Initiative implemented by Blanchardstown Area Partnership in conjunction with the Department of Social Protection. The aims of Tús are to provide a 12 months' work opportunity for persons in receipt of Jobseeker's Allowance and to provide services of benefit to communities. The work placements are made with community and voluntary organisations providing services in the Dublin 15 area. The organisations must provide good quality work opportunities that are of benefit to the community. Organisations seeking work placements are required to submit job descriptions detailing the work the participant(s) would be required to do and also the number of places requested.

To the end of 2014 we have placed 329 men and women with host organisations. Of the 248 people who have completed Tús to date, 31% have progressed to employment, education or training, or on to Community Employment. We are currently working with over 40 organisations, and have placed Tús participants over 60 community organisations since the programme was established. The Care & Repair project continues to provide minor repairs in the home to older people living in Dublin 15. Over 600 jobs have been completed to date.

4. Partnership at a local level

Children Services Committees (CSC) are an initiative of the Department of Children and Youth Affairs (DCYA) and Fingal was one of six newly established CSCs in 2009 following a six month consultation process with Statutory, Community and Voluntary organisations across County Fingal. Each county-based CSC is responsible for improving the lives of children and families at local and community level through integrated planning, working and service delivery based on the 'Five National Outcomes for Children in Ireland' which envision that all children should be:

- Active & Healthy, both physically and mentally
- Are achieving their full potential in learning & development
- Are safe and protected from harm
- Have economic security & opportunity
- Are connected, respected and contributing to their world

The Blanchardstown Area Partnership has been a member of the Fingal Children's Services Committee (FCSC) since its inception in 2009. The LCDP Manager represents the LDC on the FCSC and also on the Childcare and Early Education sub-group and the Young People in education sub-group. The FCSC have recently completed their new Children and Young People's Plan 2014-2017, which is based on the 'Five National Outcomes for Children and Young People'. Blanchardstown Area Partnership will be collaborating with other group members on the delivery of several of these actions.

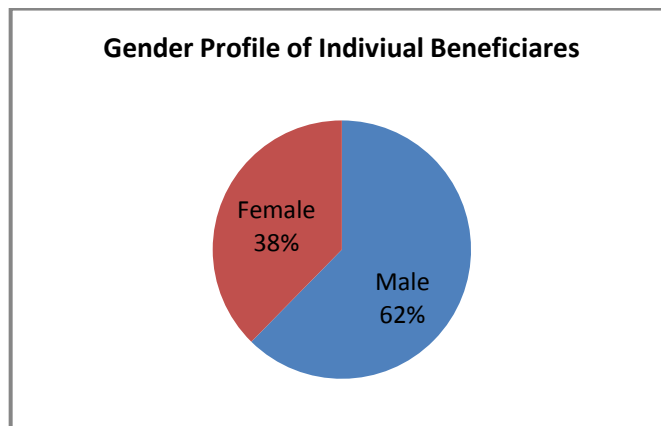
5. Impact on the Rural Economy

To encourage synergy between the Rural Development Programme and the LCDP, Fingal LEADER Partnership developed the Fingal Rural Taskforce in 2010. The Rural Taskforce is composed of local community representatives from across the rural area and aims to ensure that the two programmes are promoted amongst the rural population, while ensuring there is no duplication of services across the programmes.

6. Impact on Gender

A dedicated section on Equality, Poverty and Gender Proofing Issues and Challenges is included in reports that are relayed to the Board and Working Groups of BAP each year. Issues highlighted in these reports have persuaded the LDC to support local initiatives and new responses that have led to positive progression outcomes for Travellers (the Traveller Inter-Agency Steering Group - Chair) people with intellectual disabilities (Including Me Advocacy project - Committee Member), and unemployed men (Career MOT). These interventions have improving linkages with the education, training and medication supports offered by the Blanchardstown Area Partnership/ Local Employment Service.

Blanchardstown Area Partnership regularly monitors the outputs for men and women across the LCDP and assesses the gender impact of actions through a variety of desk research methods. As part of this exercise IRIS data is examined. **According to data extracted from IRIS, 62% of clients supported under Goals 2 and 3 of the LCDP were men in 2014.** This represents a significant shift in the gender quota of individuals approaching the Partnership. Our Community Development Team began working with Men's Groups more pro-actively from 2012 onwards. Since the merger with the former Community Development Projects, staff in our new outreach offices situated in RAPID areas, have also begun to refer men to courses delivered in Dillon House and support a Men's Shed project under Goal 4 of the LCDP. (See case study)



Source: IRIS

BAP's gender, equality policy and poverty proofing statements are all uploaded onto our website and accessible from the following links.

<http://www.bap.ie/equality-policy-statement>

<http://www.bap.ie/gender-equality-statement>

<http://www.bap.ie/poverty-social-exclusion-proofing-statement>

7. RAPID

In 2014, the Partnership provided supports to several hundred 'individual beneficiaries' across Goals 2 and 3 of the LCDP who reside in RAPID areas. A large segment of the individual beneficiary caseload would therefore appear to be drawn from the RAPID area. It is important to emphasize that persons from RAPID areas who benefitted from events such as seniors events and Health organised days are also reflected on IRIS as 'other beneficiaries'. There are 2,511 persons living in RAPID areas who are unemployed, out of a total of 9,790 in the 12 electoral divisions of BAP's catchment area according to the 2011 census. Seventy four percent of unemployed persons across the Dublin 15 area reside outside of the RAPID estates in the Coolmine, Corduff, and Mulhuddart and Tyrrelstown who are target groups of the LCDP.

Blanchardstown Area Partnership supported dozens of community groups that are located in the most disadvantaged electoral divisions of Dublin 15. Further to this several community groups, whose main premises are located in EDs whose rank scoring factor is slightly above average, provide community

development supports to young people and adults living RAPID areas. For instance there are 19 projects in Blanchardstown managed and operated by Foróige, Blanchardstown Youth Services.⁷ BYS is an active member of the Partnerships Youth and Education Working Group.

Demonstrate collaborative working arrangements with stakeholders on RAPID AIT

A good example of collaboration with stakeholders on the RAPID AIT is the Mulhuddart Priority Task Group. This LDC plays a leading role on this group and is represented there by the LCDP manager and the LCDP co-ordinator for the Mulhuddart.

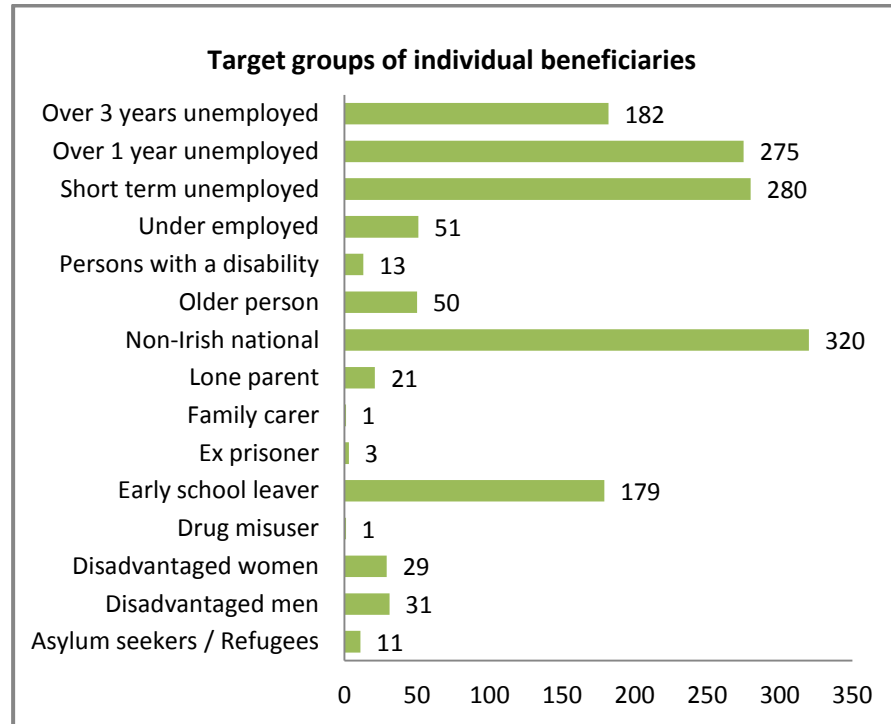
The Mulhuddart area is the most disadvantaged RAPID area in Blanchardstown. The RAPID Area Implementation Team has prioritised the area for attention and support. The Mulhuddart Priority Task group was set-up as a response to social, community and economic challenges that exist in the Mulhuddart area. The group is chaired by Fingal County Council Community and is comprised of all agencies delivering services in the Mulhuddart area. The Task Group has met five times since its establishment in June 2012. Work achieved to date include:

- Holding public consultation meeting with residents October
- Identification of five key priority areas of work (U10s Number.1priority)
- Promotion of Placemaking strategy & events – I Love Mulhuddart
- Joint Commissioning of Mulhuddart Area Profile May 2013.
- Innovative partnership between Ladyswell School & Institute of Technology Blanchardstown supporting early childhood development
- Innovative partnership between Foróige, An Garda Síochána, Dept of Justice, targeted work with children at risk 10 – 12yr
- An interagency working group was established comprising of representatives of key voluntary and statutory agencies and all those working in the Mulhuddart area have now signed up to this. The IWA is currently a sub group of the Fingal Children Services committee with a remit of developing an interagency working agreement that professionals working with children under the age of 18 years and their families can utilise and work in a more collaborative way in the best interests of children. It seeks to establish a universal way of sharing information within the boundaries of data protection.
- Training and capacity building for this group and residents 2013/14

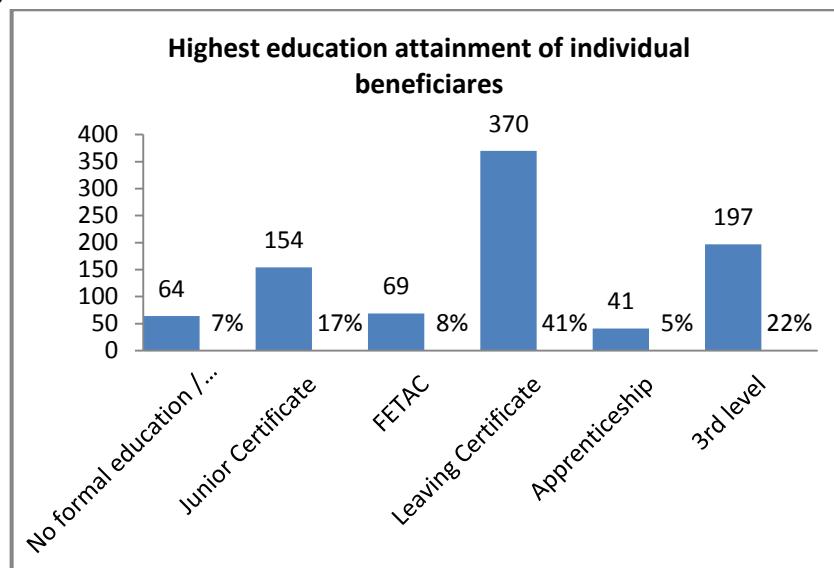
⁷ Blanchardstown Youth Service, WEB Garda Youth Diversion Project – Corduff & Mulhuddart, WEB Garda Youth Diversion Project – Blakestown & Mountview, ORB Garda Youth Diversion Project – Emma McNeely, OASIS Project, Peer Education Project, Early School Leavers Project, Mulhuddart Community Youth Project, Blanchardstown Computer Clubhouse, WEB Family Support, Mulhuddart Outreach Corduff Community Youth Project, Blakestown Youth Project, Huntstown Community Youth Project, Zone Youth Health Café, Teenage Health Project for Young Males, Tyrrelstown Youth Initiative, Drug Education & Prevention Project.

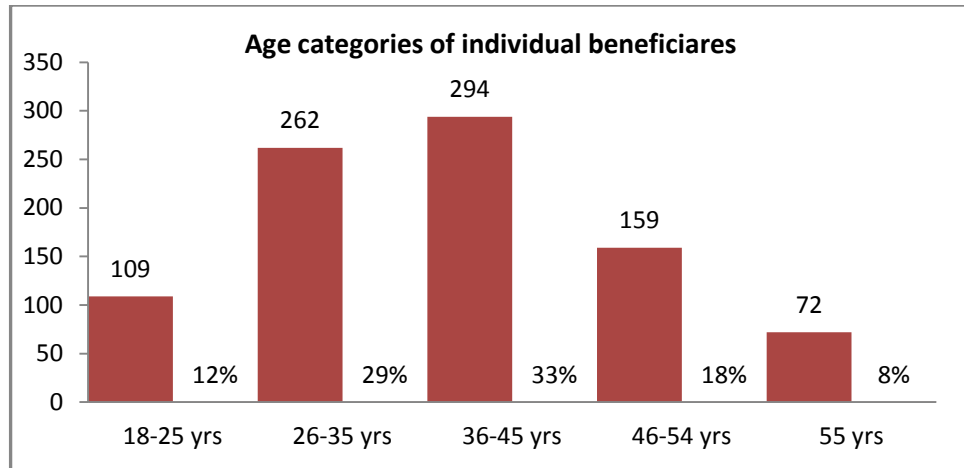
8. Equality Focus

The bar chart below displays the **spread of target groups across Goals 2 & 3 of the LCDP** supported by BAP based on clients own self reporting. Based on data extracted from IRIS is it possible to identify that 52% of the LCDP caseload was unemployed for longer than one year, and 36% are non-Irish nationals. Also of note are the higher numbers of early school leavers, disadvantaged men/ women and the decrease in asylum seekers/ refugees approaching the Partnership compared to just a few years ago.



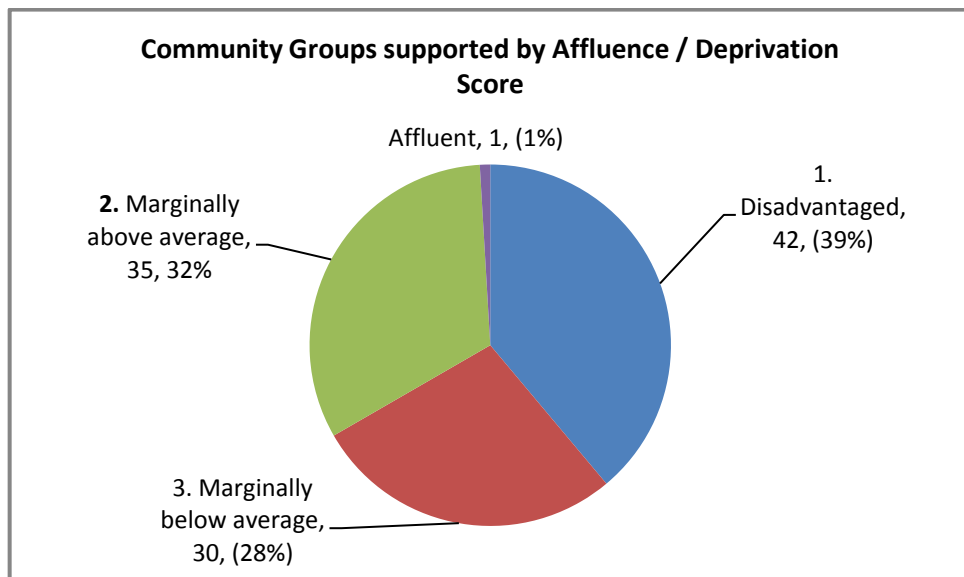
The highest educational attainment and age profile of individual beneficiaries. The socio-economic profile of persons approaching the Partnership and receiving education and labour market supports continues to change.





Source: IRIS

These particular specific charts although informative do not capture the additional interventions and supports that BAP staff and management provide to ‘disadvantaged communities’ and all the target groups of the LCDP. The pie-chart below based on the affluence and deprivation rank-scoring matrix highlights the community groups that the Partnership supported. This clearly demonstrates that BAP staff and management are supporting area and issue based community structures the majority of which are located in the most disadvantaged neighbourhoods of Dublin 15. Some of these structures are supporting specific target groups of the LCDP such as low income families (community crèches), older persons and youth at risk. BAP staff may either Chair or represent the Partnership as committee members on these structures, which may involve considerable investment of time.



Source: RIS

Elsewhere **BAP staff and management continue to extensively support target groups on Key Policy and Planning Structures** such as the Fingal Children Services Committee. In the mid-term review of the LCDP carried out by the Centre for Effective Services two of the recommendations centred on

providing a higher grading to the work that pertains under Goal 4 under any new evaluation framework than at present and also to evaluating the contributing of LDCs to Key Policy and Planning Structures. **Section 4 Partnership at a local level** references BAP's contribution to the Fingal Parenting Initiative and last years Annual Report focused on our continued support to the Fingal Children Services Committee. BAPs Performance and Monitoring Officer, Chaired the Information Sub-Group of Fingal's Children Services Committee for the past four years that audited and mapped all children's services in Fingal. These provide further evidence of the Partnership's focus on equality related issues via the LCDP the only remaining anti-poverty programme funded in the State.

9) Staff and Board Working

Board level

The Board met on eight occasions during 2014. The Annual General Meeting was held on Tuesday 9th September 2014, when Kieran Dennison was elected Chairman for a third year. Moira Hyland Doyle continues as Vice Chair, Guy Thompson is Treasurer and Helen Purcell acts as Company Secretary.

A number of new Directors were appointed at the AGM, including Brian Chadwick, David Hughes, Brendan Doorly and Carmel Fitzpatrick. We are currently seeking a representative from Tusla. Due to the introduction of the Local Community Development Committee within Fingal, and the directive from the Department of Environment, Community and Local Government, it was decided not to nominate Councillors to the Board following the local elections in May. It was further decided at Council level to withdraw the CEO of the Fingal Enterprise Board (now the Local Enterprise Office) and not to nominate a representative to replace PJ Howell, the retiring Director of Services. This significantly depleted our local authority representation, and was a regrettable decision.

Finance and General Purposes Committee

The FGPC met on six occasions in 2014. Meetings are held in advance of Board meetings, and the members are given a full overview of the finances of the organisation. The Treasurer then reports to the Board meeting. The monthly Management accounts are reviewed by FGPC before being circulated to the Board for approval. The FGPC also considers matters in relation to HR and staff issues, and makes recommendations to the Board. They also review expenditure within agreed limits, and bring recommendations for approval to the Board. Due to the resignation of a number of Directors during the year, the Board will be discussing new nominees to FGPC at its first meeting on 27th January 2015.

Audit Committee

The Audit Committee only met once in 2014, when members reviewed the draft audited accounts with the auditors. The newly appointed Chair (Julie Ennis, Manager Bank of Ireland) who had only taken up this role on the resignation of David J. Donnelly, was then promoted to a post within

Bank of Ireland HQ, and it has not been possible to find a replacement to date. A further consideration was, should the merger succeed, that representation of members should be sought from the wider county of Fingal. Action will be taken in early 2015 to bring the committee together again.

Working Groups

Each of the two Working Groups, Employment and Training and Community and Youth, met on six occasions during 2014. They are composed of a wide range of community and statutory nominees, and continue to nominate up to three directors to the Board. In 2014 the nominees were Paul Murgatroyd and Carmel Fitzpatrick (Employment and Training) and Moira Hyland Doyle and Michela Benassi (Community and Youth). Both Working Groups have developed a plan for their work, to include inputs on priorities within the community and development of new responses to emerging needs. LCDP staff provided updates to the meetings of the Working Groups, and the process is fully supported by Terry McCabe, Manager of the LCDP. In addition, written reports of all Board meetings are circulated at each of the Working Group meetings.

Staff level

2014 was a year of consolidating the changes which had been experienced during 2012 and 2013, and in ensuring that staff morale was maintained. The fact that budgets were very slightly reduced enabled the LCDP programme to be implemented with no further cuts to staff salaries. Continued efforts were made to reduce Administration expenditure, and monthly meetings of the LCDP finance team took place to keep a close eye on income and expenditure. Staff numbers were maintained at the same level as 2013, and front line activities were also maintained. The Management team met every month during the year, and the LCDP staff team met every six weeks to review work plans. Two full meetings of the organisation were held in March and September, and the Board breakfast for Board and staff took place on 16th December 2014. Both the Chairman and the Management team made strenuous efforts to keep communications open and transparent during a difficult year, and this is evident in the way that the changing external environment has had little impact on the achievement of targets and the successful completion of LCDP in 2014.

ⁱ Unemployed individuals are referred from the LES to the LCDP and back to the LES with the intention of providing the person with the most appropriate supports in their efforts to move closer to the labour market. Attributing an outcome to just the LES or the LCDP can be difficult and somewhat questionable. The focus of the questionnaires was deliberately expanded to previous versions as it sought to obtain information from individuals around the core competencies, soft outcomes and skills they may potentially obtain from receiving interventions across the ‘whole organisation’.