2015 SICAP End of Year Report Template
Blanchardstown Area Partnership
Fingal (4 -1)

SICAP

Social Inclusion & Community Activation Programme

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Abbreviations

BAP	**Blanchardstown Area Partnership**
CSO	**Central Statistics Office**
DSP	**Department of Social Protection**
EOI	**Expression of Interest**
ETB	**Education and Training Board**
ILO	**International Labour Office**
KPI	**Key Performance Indicators**
LCDC	**Local Community Development Committee**
LES	**Local Employment Service**
LDP	**Local Development Programme**
LCDP	**Local and Community Development Programme**
LDSIP	**Local Development Social Inclusions Programme**
SICAP	**Social Inclusion and Community Activation Programme**

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1) Overview of 2015 :

This has been a very busy year for Blanchardstown Area Partnership. In March we learned that we were successful in our tender submission for the new Social Inclusion Community Activation Programme. This contract is for the whole of the Fingal area and it presented a challenge to us to move into and deliver the programme in areas that we had never worked in before. Fingal is a large county with very diverse areas stretching from Blanchardstown in the south west of the county to the rural areas of north Fingal.

a. Key Achievements

Outline any particular successes or achievements relating to the implementation of SICAP.

1. Blanchardstown Area Partnership provided SICAP service to 1,216 citizens of Fingal and to 63 community groups across the county of Fingal.
2. We achieved our 2 Key Performance Indicators (KPI's)
3. We opened a SICAP Office and training room in Balbriggan
4. Delivered 20,000 newsletters to houses in Fingal and distributed 5,000 leaflets outlining our services

b. Challenges and Barriers

Outline challenges or barriers that you have encountered in the implementation of SICAP

The main challenge for us in 2015 was moving into a new area that we had never worked in before. We have worked in Dublin 15 for nearly twenty years and we know the stakeholders and the landscape very well. However we were completely new to other areas of Fingal like Swords and Balbriggan. Our main challenge was accessing the large numbers of SICAP target groups in these new areas, in order to meet our very high headline targets. During the Expression of Interest and tendering process in 2014 SICAP programme guidelines indicated that we would get referrals from Department of Social Protection (DSP) to SICAP and in particular clients under the Youth Guarantee Scheme. However, this has not materialised for a number of reasons, most notable being that the DSP are dealing with such service users themselves and unemployment levels have dropped significantly across Fingal since the formation of SICAP. A national referral protocol was developed in late 2015 between DSP and SICAP and we hope that we can operate more effectively under this protocol in 2016, particularly with Swords and Balbriggan DSP. In 2015 we received approximately 80 DSP referrals per week in Dublin 15, but only a handful from Swords and Balbriggan.

Our second biggest challenge was finding appropriate outreach office space in the north county. Initially we intended to set-up an office in Swords. But it quickly became apparent to us that the area of greater need was Balbriggan. The sourcing of appropriate small office space, which had all legal documentation in place, proved very challenging to say the least. After several false starts we eventually opened a SICAP office in the BEaT Centre in Balbriggan in early December 2015.

Another major challenge was the IRIS system and the registration process laid down by POBAL. IRIS 2 was not online and operational until June 2015 and has undergone many changes and periods of inactivity since then. Rolling and ongoing changes have been made to the programme guidelines well after contracts were signed. The registration form for individual beneficiaries is long and cumbersome (4 pages) and requires us to collect up to thirty fields of data on each form. This registration process has to take place on a one-to-one basis and requires service users to supply personal and sensitive data. This process can take up to 45 minutes in some cases and this is time that could be much better used working on the programme and providing interventions for service-users. It is also important to note that the SICAP evaluation framework with its associated indicators, which underpins IRIS does not allow us to record certain activities on the performance and monitoring system. These include – community events that would attract non-caseload attendees, community newsletters that are delivered to thousands of homes in Fingal and take several months work and planning and specific supports to community development groups such as helping them access funding, progress them into the Fingal Community Action Network.

c. Progress with Annual Plan

We have delivered all of the actions in our annual plan and in some actions much more was achieved than we anticipated. One example of this is in the Integration action where we delivered six English Language programmes instead of four. The programme actions are discussed in more detail elsewhere in this report. However, it is probably important to note that more delivery took place in Dublin 15 than in Swords or Balbriggan. There are a number of reasons for this, one being that the most areas of disadvantage in Fingal are located in Blanchardstown. The other reason is the lack of referrals to the SICAP programme in Swords and Balbriggan. We had to cancel several scheduled pieces of training in these areas due to lack of numbers. We hope that this will improve in 2016 and allow us to reach more people in other areas of Fingal that need SICAP services.

d. Lessons Learned

One of the lessons that we learned during 2015 was that there was more levels of need in Balbriggan than Swords. This led us to change our original plan to locate an outreach office in Swords and to locate in Balbriggan instead.

Some community groups in the North County who were unaware of our ethos felt fear that we were being parachuted in and would duplicate or displace them. In order to address this we have met with them, explain our commitment to

community development and have begun working collaboratively with them. This work will continue throughout 2016.

2) Engagement with Beneficiaries

a. Engagement Strategies

Blanchardstown Area Partnership's main premises are located in Blanchardstown Coolmine Electoral Division (ED) and its other SICAP office is based in Blanchardstown Tyrrelstown ED, which is the most disadvantaged[i] in Fingal. As such this is where unemployment levels are highest and larger concentrations of lone parents reside (Ryan, C 2011). Towards the end of 2015, Blanchardstown Area Partnership opened a new outreach office in Balbriggan Town located in the Balbriggan Urban ED. The office is within easy reach for people living in housing estates in the Balbriggan Rural ED that adjoin the town.[ii] Outside of RAPID[iii] estates in Dublin 15 both Balbriggan Urban and Rural EDs contain the most disadvantaged small areas in Fingal.

In 2015, Blanchardstown Area Partnership distributed a Community Newsletter to 20,000 households across Fingal. This covered BAP's traditional catchment area of Dublin 15 and other parts of the administrative county including Swords, Balbriggan, Lusk and Skerries. As a consequence socially excluded individuals who may never have previously have received educational or training supports from a local development company benefited under SICAP.[iv] BAP also participated in events such as 'A Taste of Fingal' and visited the Swords Pavilion Centre and Millfield Centre in Balbriggan on a number of occasions to distributed our SICAP leaflets and inform people about SICAP services. The BAP website www.bap.ie is also an important means of communicating with the target groups of SICAP about how the organisation may support them. In 2015, 22,020 unique hits were registered on the website as evidenced by Google analytics. 62.25% of all users were new. None of this activity can be recorded on IRIS.

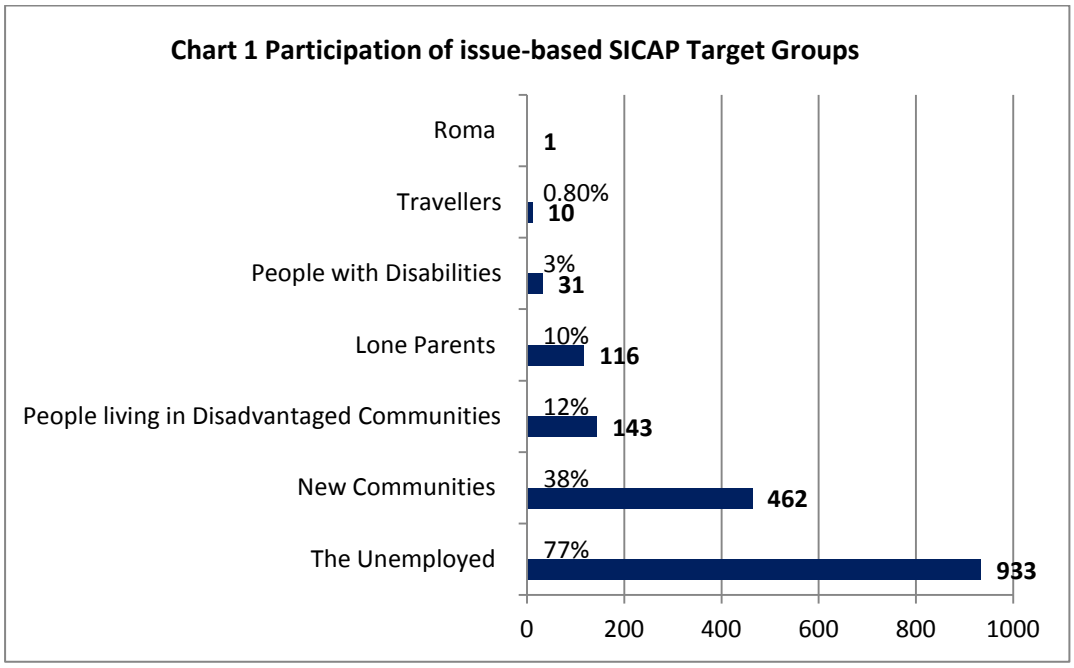
Management and staff arranged meetings with Statutory Services Providers across Fingal including DSP, Solas, *etc* to improve inter-agency co-operation. In doing so it has focused on social inclusion through empowering communities to work collaboratively with relevant stakeholders using a broad range of supports and interventions facilitated through the programme. Management and staff continue to represent the organisation on the committees of 14 Networks/ Structures and 63 Community Groups (appendices) or indeed Chair these entities. This is another way in which Blanchardstown Area Partnership indirectly supports the target groups of SICAP. Please refer to Sections 1b) and 2 e) for more details.

Community Development management and staff have held meetings with Fingal county Council community staff, to cross reference their work across the county and avoid duplication. Finally Blanchardstown Area Partnership as part of its Annual Plan delivers actions and courses that directly engage with particular target groups of SICAP such as New Communities via the Fáilte Isteach initiative or enterprise workshops such as Momtrepreneurs that positively discriminate in favour of women

to encourage more females to set up their own business. In 2015, BAP also worked collaboratively with the Schools Completion Programme and Blanchardstown Youth Services to support children aged 15 and over who were identified as early school leavers or at risk of leaving school early.

b. Target Groups

The Social Inclusion Community Activation Programme has 9 'target' groups[v] as set out in the Programme Requirements Version 1.4. The three goals[vi] of SICAP are focused on: Community development; Education and training; and, employment. **Bar chart 1** reveals that 77% of the Key Performance Indicator (KPIs) caseload were unemployed, whereas 38% were drawn from members of New Communities (*asylum seeker, refugee or migrant worker*) and 10% were lone parents. Other target groups of SICAP such as people with disabilities and Travellers were supported in fewer numbers. It is important to note that disability and ethnicity are considered 'sensitive fields of information' under Data Protection Legislation. Clients may opt out of sharing sensitive information with Case Officers via the data consent form they must sign[vii]. Please refer to Section 3 for a discussion around 'people living in disadvantaged areas'.



There are several other socially excluded groups of individuals assisted by Blanchardstown Area Partnership who do not belong to the 9 SICAP target group *at present* but who previously were named target groups of the Local and Community Development Programme. Firstly **disadvantaged men** who are often an early school leaver, ex-prisoner, drug mis-user, homeless or a combination of 'all of these' are not a named target group of SICAP. Unfortunately IRIS does not allow us reflect if someone is an ex-prisoner or drug mis-user on the performance monitoring system.

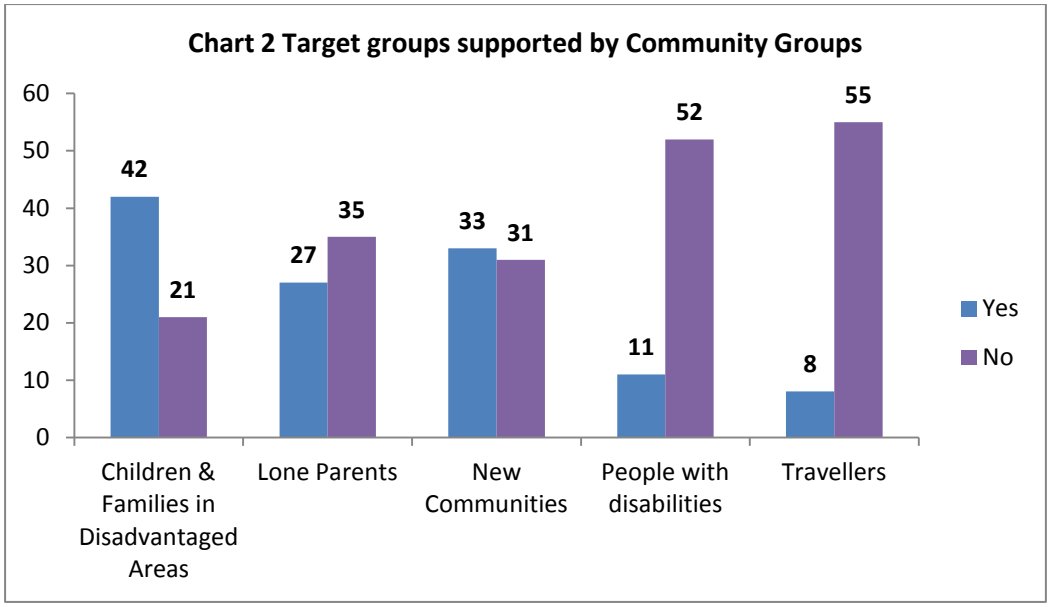
Likewise **disadvantaged women** who are often an early school leaver, lone parent, carer, homeless or 'all of these' are no longer a named target group of SICAP. IRIS does however, allow us reflect if someone is 'economically inactive' by virtue of either 'working in the home, acting as a career or who are full-time students'. The majority of clients who are economically in-active are women.

Persons aged 55 years of age and over who maybe retired but who wish to receive education supports or attend our programmes are also not SICAP target groups, although Fingal LCDC have identified this target group as being important in Fingal. Fingal is also an age-friendly county. Y**ounger persons** aged 15-24 who **live outside of disadvantaged areas** but who are at risk of early school leaving are also not considered to be SICAP target groups. These are anomalies that may need to be looked at by POBAL.

Elsewhere **Irish nationals**[viii] who set up in business in 2015 may not always necessarily be considered one of the SICAP target groups. This is in contrast to non-Irish nationals will always be considered a named target group of SICAP because they are New Communities. This will increasingly become an issue in 2016, as Irish nationals who set up business in 2015 will naturally require on-going supports from BAP's Enterprise Department to sustain their business. As a result of this data errors will appear on IRIS.

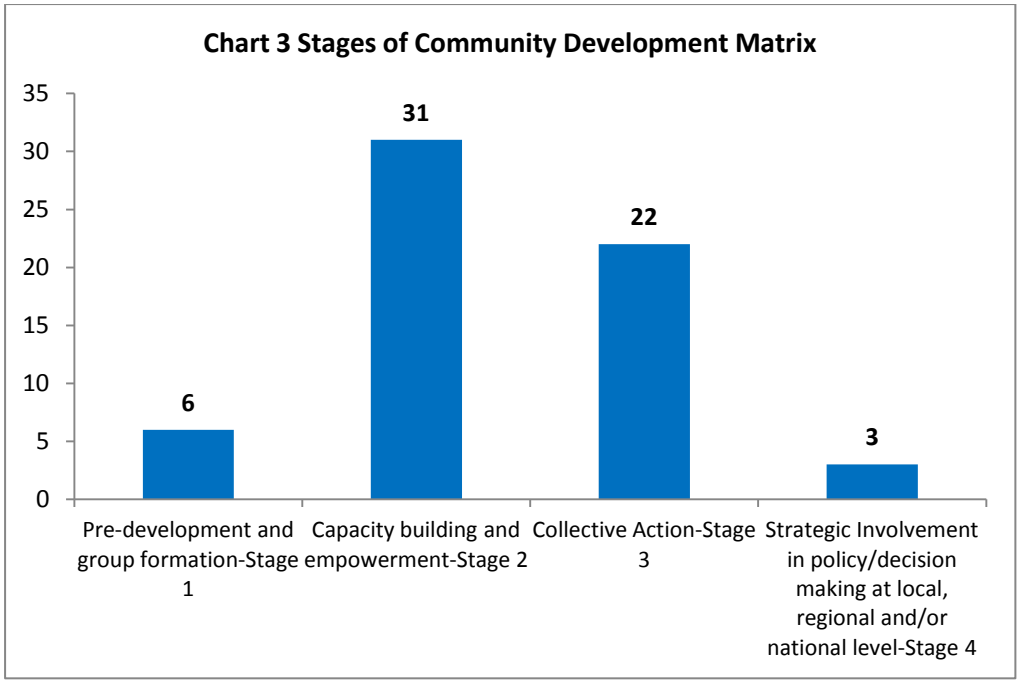
As previously referenced, staff may extend supports to a community group through being a committee member, act as Chair for the group (appendices), or provide technical assistance during the course of a year – face-to-face, over the telephone or via email. Community development staff members whose interventions to groups are reflected under Goal 1 of SICAP on IRIS are allowed to self identify the target groups that the community group itself works primarily with. It is restricted however, to a maximum of 3 target groups so the analysis that can be carried is somewhat restricted.

What is does encapsulate is that children and families living in disadvantaged areas, followed in sequence by lone parents and New Communities were the target groups which were indirectly supported by SICAP under Goal 1. 11 community groups that support people with disabilities and 8 that support Travellers received SICAP interventions. Please refer to (Section 2e) for a greater insight into the types of interventions provided to community groups. Although BAP staff did support community groups working directly with older persons because one cannot choose a target group (Over 55 years of age) on the IRIS form, it is not possible to provide evidence for this type of engagement.



Based on data extracted from IRIS, the majority of supports extended to Community Groups was under Stage 2 of the Community Development Matrix[ix] *Capacity building and empowerment* followed by *Collective Action* Stage 3. Community Development Staff who offer supports to 31 organisations under Stage 2 of the Community Development Matrix are typically involved with the following activities as a committee member of Chair:

- Skills and knowledge development
- General advice / Information Supports
- Organisational development
- Promotion of equality
- Strategic planning
- Personal and group development
- Social enterprise 'Continue operating' supports



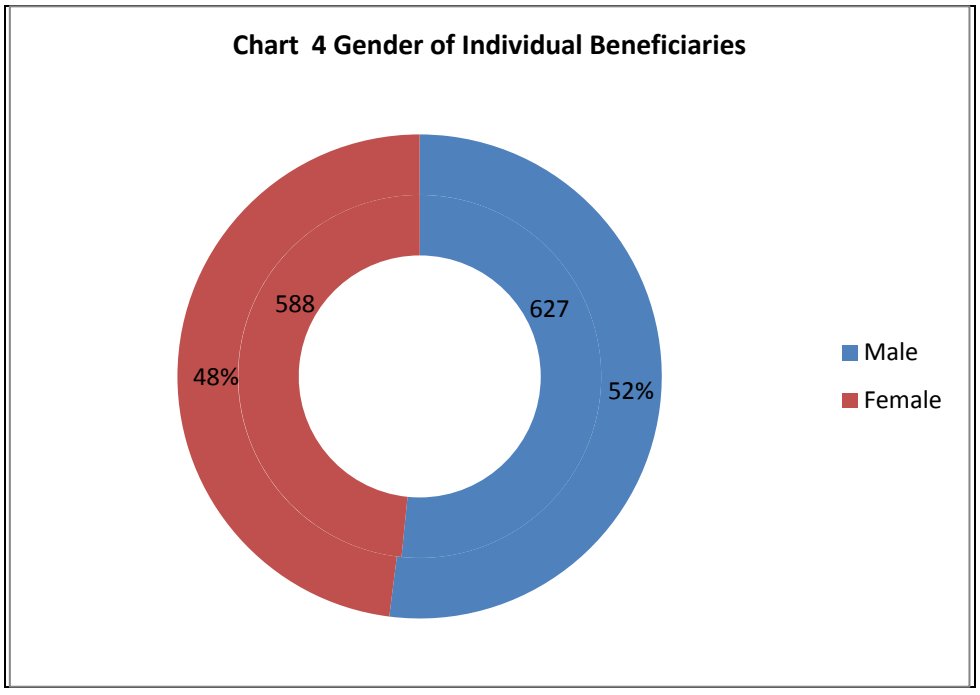
Stage 1 or pre-development formation that were provided to 6 groups would consist of

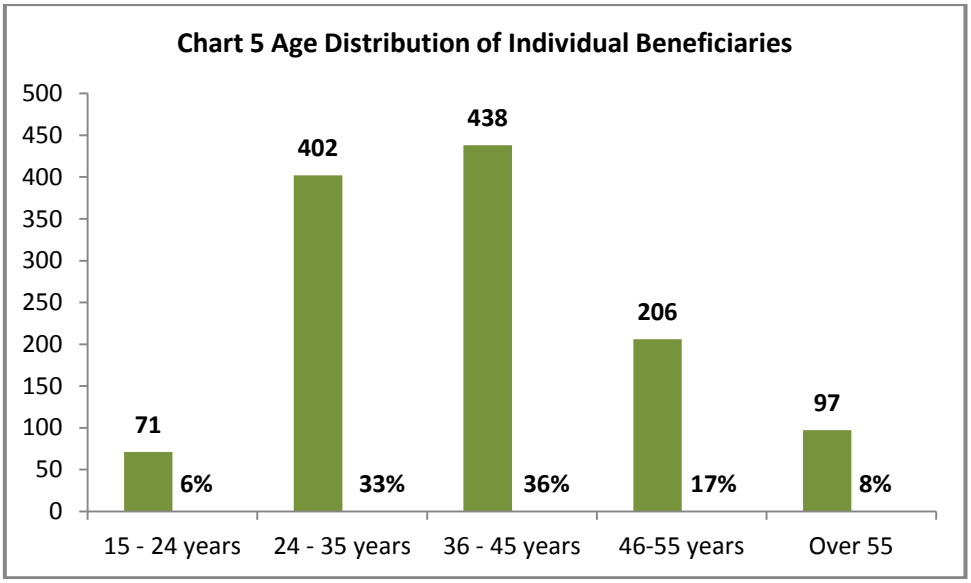
- Contact strategies
- Group formation
- Profiling and new baseline studies
- Pre-Start Up Enterprise / Social Economy

c. Individual profile

Personal and sensitive information relating to age, gender, educational attainment[x], and labour market status, ethnicity, along with household situation and discrimination issues are obtained from an individual when they register with SICAP. This allows us gain an insight into the barriers to employment and integration into wider society clients of SICAP that we encounter. Charts 4 & 5 portray the gender and age distribution of individual beneficiaries, which highlight that slighter more males approached BAP in 2015, and 69% of the entire caseload were aged between 25 to 45 years of age. 8% were persons 55 years and over.

There was a significant dispersal with respect to educational attainment among the caseload and across both Goals 2 & 3. Overall 22% of clients could be considered to be early school leavers[xi] whereas 34% reported to have a third level qualification. The achievement of a third level qualification is no assurance of participation in the regional labour market. The educational attainment of ethnic minorities is in many instances higher than Irish nationals but unemployment levels are higher (Ryan 2014 Socio-Economic Profile of Fingal).





Many clients with low levels of English language[xii] attended Fáilte Isteach conversational English language classes or an accredited ESOL. A significant proportion of these were in their 50s and onwards who recently arrived into Ireland to re-unify with their children, who travelled to Ireland in search of employment opportunities during the Celtic Tiger boom. Some of them were women who have been working in the home and have had no previous attachment to the labour market. These women are considered 'economically inactive' and would typically receive supports under Goal 2 of SICAP.

With respect to the actual types of support people received, 70% received Goal 3 labour market interventions, which would include Bootcamp, JobClub and enterprise supports. Chart 8 demonstrates that the vast majority of SICAP clients in Fingal are either 'unemployed or economically in-active'[xiii]. Furthermore it reveals that 54% of all persons who approached BAP are long-term unemployed i.e. out of work more than one year. In contrast persons exploring the option of setting up their own business (Goal 3) would generally have higher levels of educational attainment. Nevertheless a high percentage were more than 6 months out of employment when they approached Blanchardstown Area Partnership (Please refer to Section 6 for a Case Study on Enterprise Department of BAP.

Chart 6 Highest Educational Attainment of Individual Beneficiaries

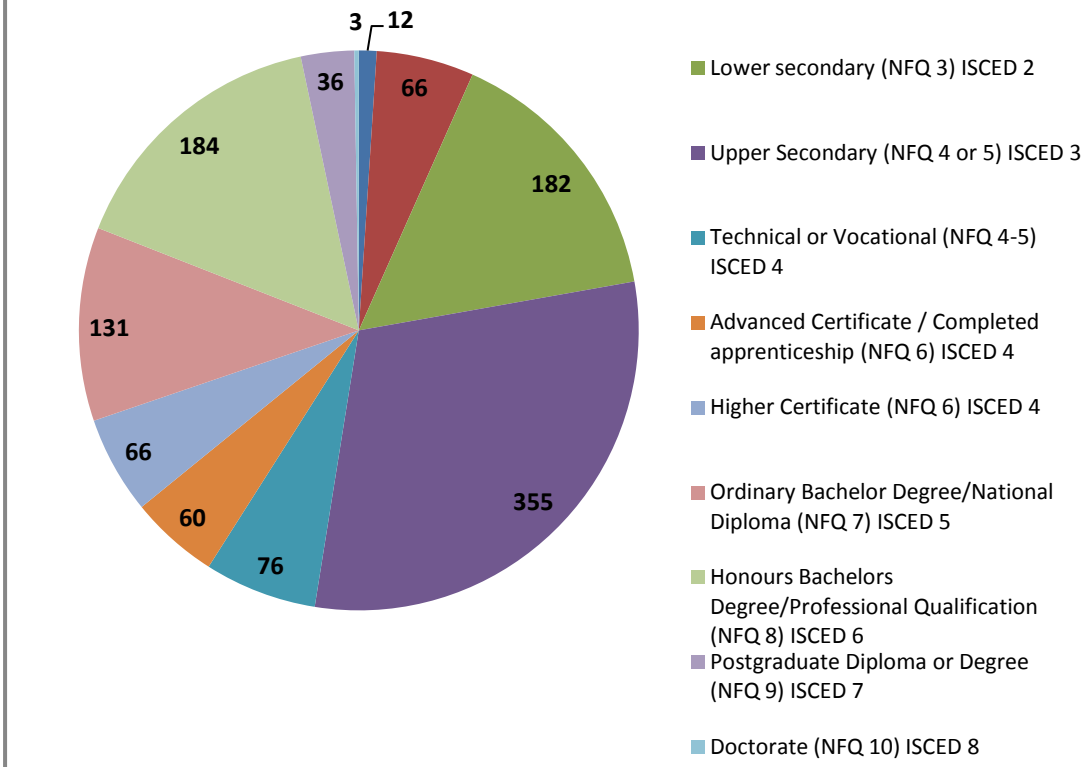
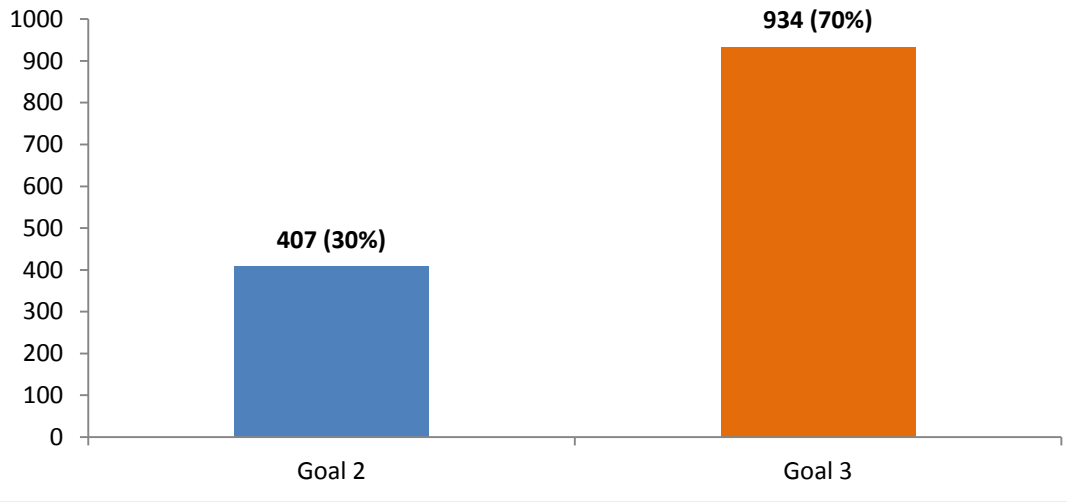


Chart 7 Individual Beneficiaries supported by Goals 2 & 3



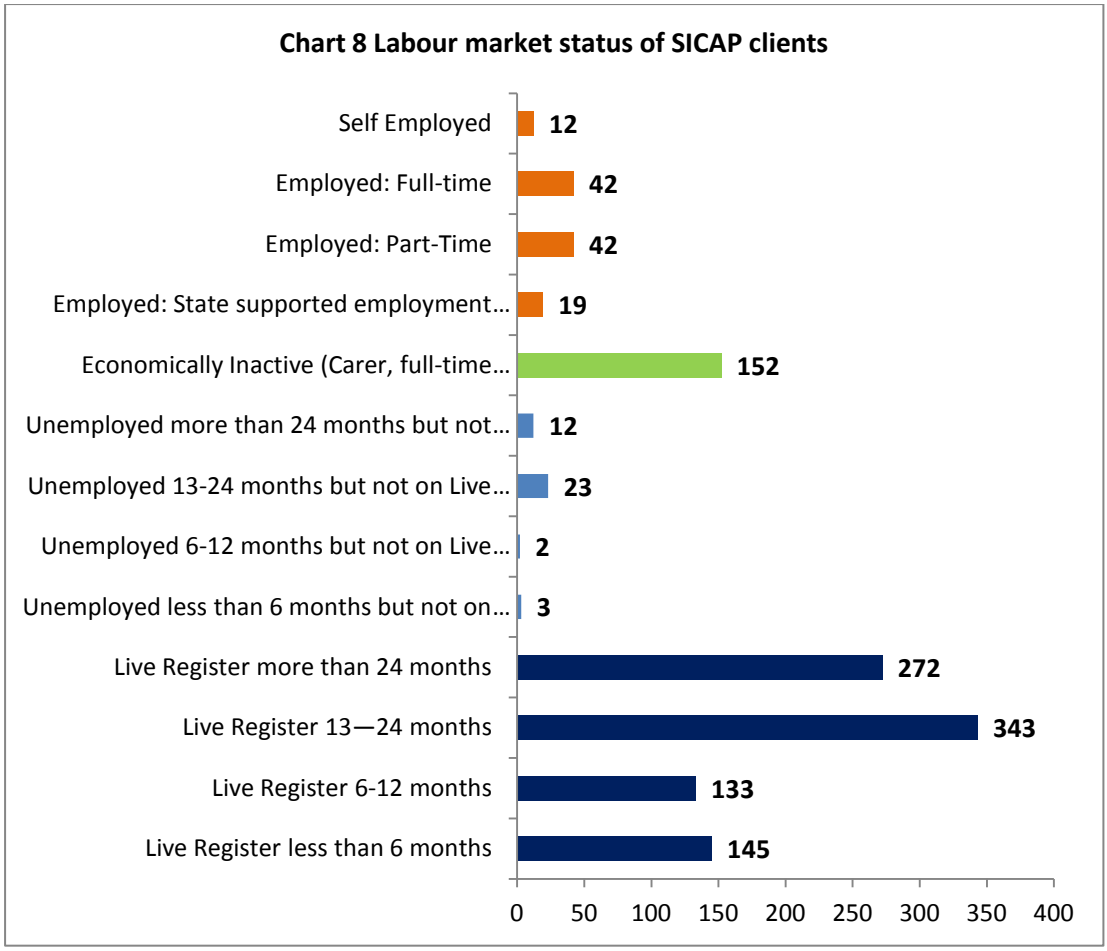


Chart 8 Labour market status of SICAP clients
Self Employed
12
Employed: Full-time
42
Employed: Part-Time
42
Employed: State supported employment...
19
Economically Inactive (Carer, full-time...
152
Unemployed more than 24 months but not...
12
Unemployed 13-24 months but not on Live...
23
Unemployed 6-12 months but not on Live...
2
Unemployed less than 6 months but not on...
3
Live Register more than 24 months
272
Live Register 13—24 months
343
Live Register 6-12 months
133
Live Register less than 6 months
145
0
50
100
150
200
250
300
350
400

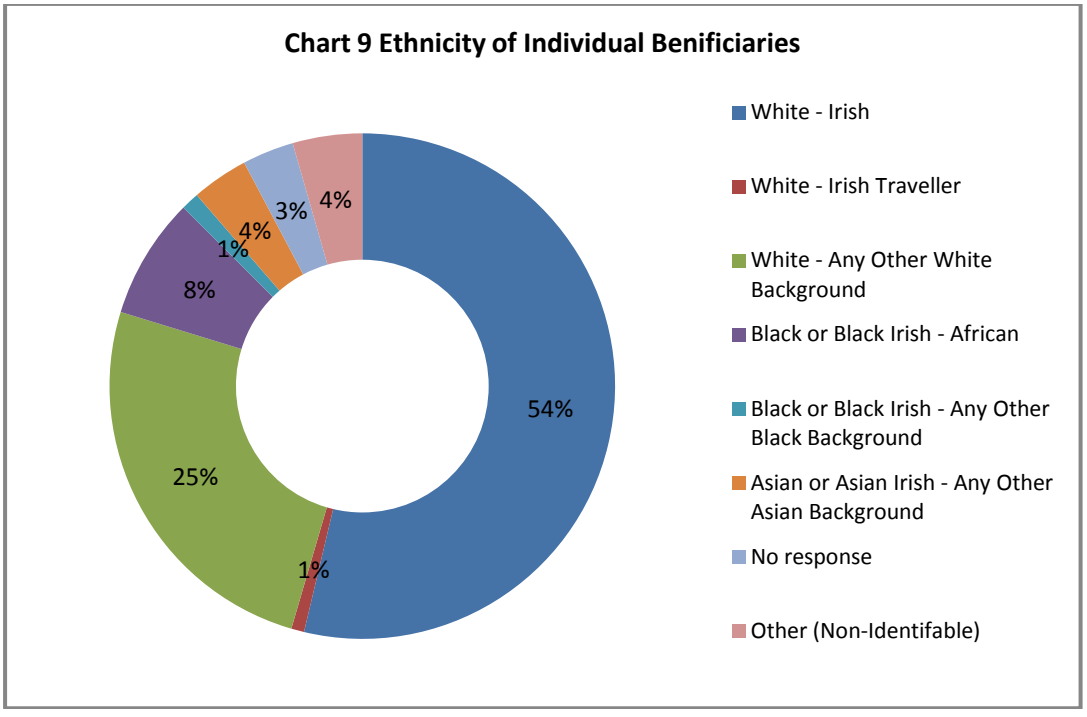


Chart 9 Ethnicity of Individual Benificiaries
54%
1%
25%
8%
1%
4%
3%
4%
White - Irish
White - Irish Traveller
White - Any Other White Background
Black or Black Irish - African
Black or Black Irish - Any Other Black Background
Asian or Asian Irish - Any Other Asian Background
No response
Other (Non-Identifable)

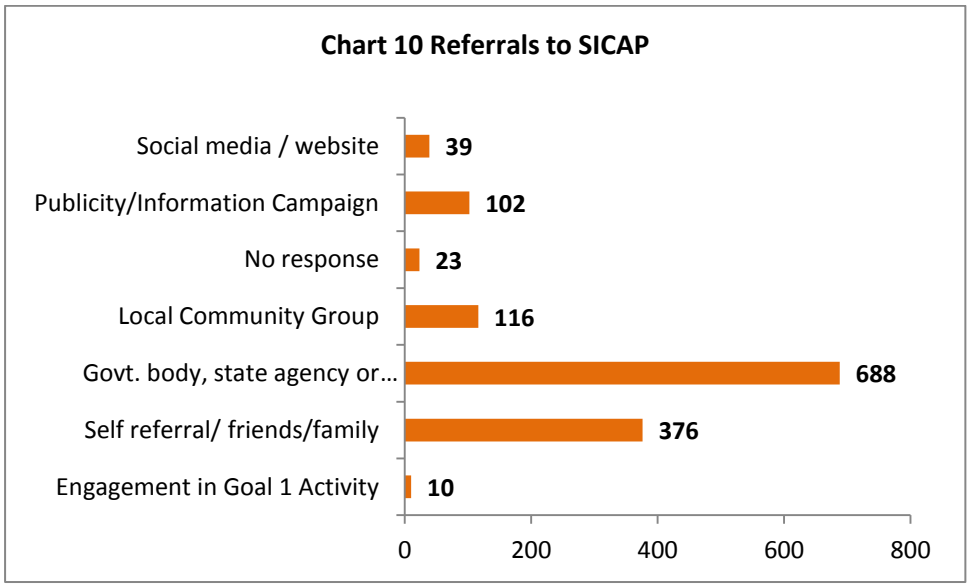
The ethnicity of individuals who approached BAP is shown in Chart 9. According to IRIS data 54% were White-Irish nationals and 25% were White-Any Other Background most notably Eastern Europeans. 8% were Black or Black Irish and 4% were Asian or Asian Irish-Any Other Background. As part of the registration process Case Officers are required to ask whether someone has been discriminated against under the 9 equality grounds[xiv] or who find themselves homeless owing to the existing national housing crisis. We would question what realistic supports a Local Development Company can provide to a client if they establish that they were discriminated against by a Statutory Provider or find themselves homeless. All we can do is refer them to the appropriate services such as Immigrant Council of Ireland to report a racist incident, or the Housing Department of the Local Authority / Housing Association if they are homeless.

In relation to specific questions around 'single adult or jobless households' the data is not valid upon which to extract statistics and draw conclusions. The lack of appropriate training provided to staff by POBAL from April-August resulted in misinterpretations around these two variables. Hundreds of individuals deliberately opted out of answering these two questions. Finally under BAPs Child protection Policy, we do not ask 15-17 year old questions relating to single adult or jobless households. This is in keeping with the Central Statistics Office (CSO) Quarterly National Household and Survey for Income and Living Conditions sections. Field Officers of the CSO only collate 'proxy data' from parents of households in 90% of cases and not from 15-17 year old children.

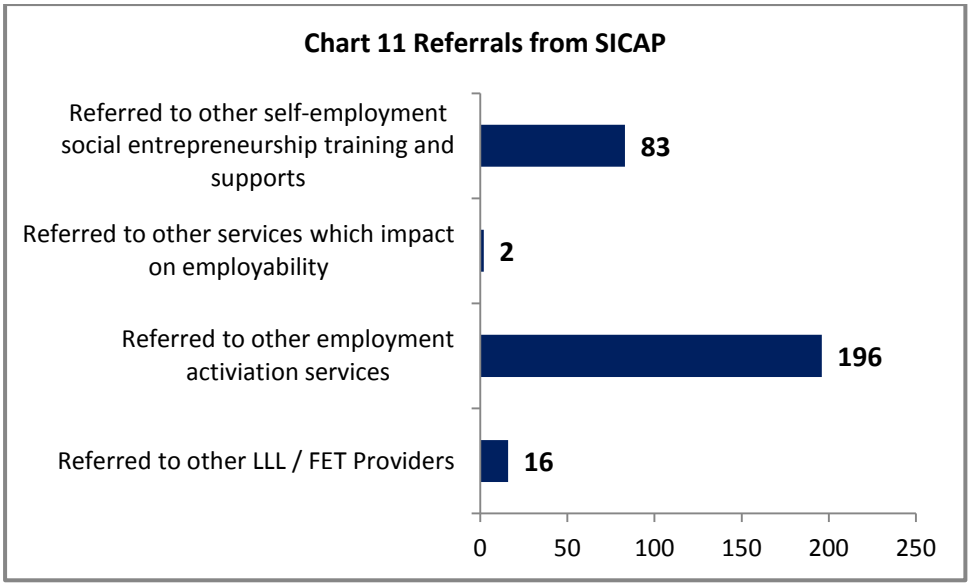
d. Referrals

Blanchardstown Area Partnerships operational boundaries were previously restricted to the Dublin 15 area. From April 2015 onwards Management and staff met with Statutory Services Providers across Fingal including DSP, ETB, Solas, *etc* to improve inter-agency co-operation across the entire Fingal County. We have since met with DSP managers for Swords and Balbriggan on a number of occasions in order to get referrals to our SICAP programmes. While this seems to be working for enterprise referrals it is not yet ideal for our other services. This lack of referrals has resulted in scheduled training in Swords/Balbriggan having to be cancelled due to lack of numbers. The protocol has not made a difference here because we were working with DSP before the protocol was adopted.

What the data captured at the point of registration demonstrated (Chart 10) is that 688 individuals (57%) are referred from a Government body, state agency etc., this includes the Local Employment Service (LES) which the Blanchardstown Area Partnership manages in the Dublin 15 area. Elsewhere 31% of the clients referred themselves through word of mouth to avail of SICAP supports or sometimes with the help of a family member or a friend. Local community groups referred on 116 clients onto Blanchardstown Area Partnership.



Clients who attend and complete education and training courses under Goals 2 and 3 of SICAP and often referred to other organisations for administrative purposes or to help progress them towards eventual participation in the labour market. 196 persons were referred to 'other activation services' such as Intreo. The vast majority were referred internally within the organisation to the Local Employment Service where they may receive mediation or career guidance supports. 83 individuals who transferred onto the Back to Work Enterprise Allowance Scheme were referred to other self-employment social entrepreneurship training and supports including Intreo and the County Enterprise Board.

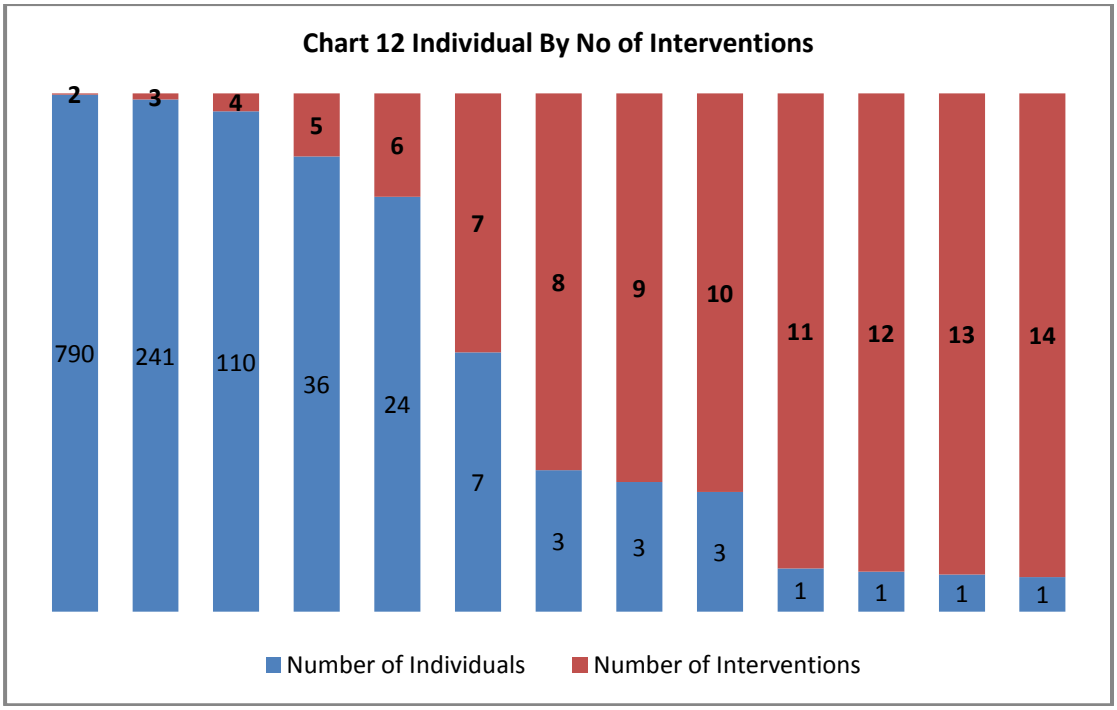


e. Interventions

Chart 12 shows the intensity of 'interventions' individual beneficiaries of SICAP received. In 2015, individuals received 2.5 interventions on average and 3.5 'supports and outputs' across Goal 2 and 3. This would typically involve a person receiving a personal action plan after sitting down with a Case Officer for a face-to-face meeting and attending an educational and training course based on a recommendation.

On completion of the course the same individual might be referred internally to the Local Employment Service or progress onto another course funded under Goal 2 or 3 of SICAP. It is important to highlight that referrals made by Local Development Companies 'to other agencies or activation services' are no longer considered to be an intervention under SICAP. Referrals to other organisations are now deemed[xv] to be a 'progression and outcome' instead for the individual.

For a person who approaches the organisation with an interest in setting up their own business they would generally receive more interventions that a person attending an educational course under Goal 2. Typically they would attend 2-3 enterprise workshops and see the Enterprise Officer on a one-to-one basis for a meeting. If deemed suitable for the Back to Work Enterprise Allowance Scheme their application referred back to Intreo for final approval (*not considered an intervention*). Following this they may continue to receive telephone and or email supports, which unfortunately are also not considered an intervention under SICAP.



Blanchardstown Area Partnership tracks the status of persons following their engagement with the organisation. Young people aged 15-24 are followed up with one month and six months later via a telephone call. If this activity doesn't take place they are removed from the SICAP caseload. The Enterprise Department also keeps in touch with clients through its FACEBOOK page and regularly sends them emails in relation to what on-going workshops are scheduled to be delivered. In October 2016, everyone who set up a business will during 2015 will be followed up with to identify their most recent status, which must be reflected on IRIS.

Elsewhere twice a year all clients who are referred to the Local Employment Services and also tracked separately in-house and their personal action plans are updated if they are shown to progress into employment. Case Officers follow up with clients who completed Goal 2 & 3 courses such as Bootcamp within 6 months of them finishing a course. Finally BAP also carries out a separate annual survey of SICAP clients. All of the above tasks are very time intensive especially with an annual caseload of 1,462 clients, none of which is considered an intervention.

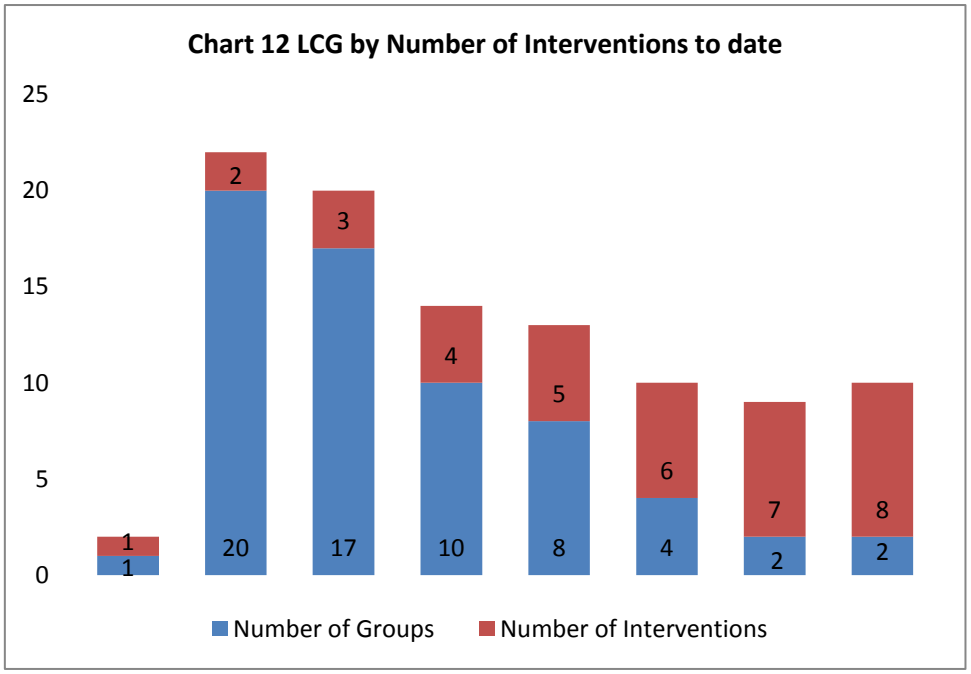
The average number of supports and outputs community groups under SICAP received was 3.6 in 2015. This ranged from as high as 8 intentions being provided to 2 groups to a community group receiving just the one intervention. The vast majority of interventions entailed group (118) and one-to-one meetings. Under Goal 1, 118 interventions were reflected under Action 1 Community Engagement of Disadvantaged Groups. It is important to highlight to the Fingal LCDC that there are various supports under the evaluation framework for SICAP with its associated performance indicators that are not considered interventions under Goal 1.

G1.3 Local Community Groups supported into a Public Participation Networks (with the support of SICAP workers)

G1.2 Funding which Blanchardstown Area Partnership assisted Community Groups to leverage (directly or indirectly)

G1.4 Numbers assisted by local community groups in participating in social, cultural and civic activities ((with the support of SICAP workers)

G1.4 Support to put anti-discrimination and equality measures in place (with the support of SICAP workers)



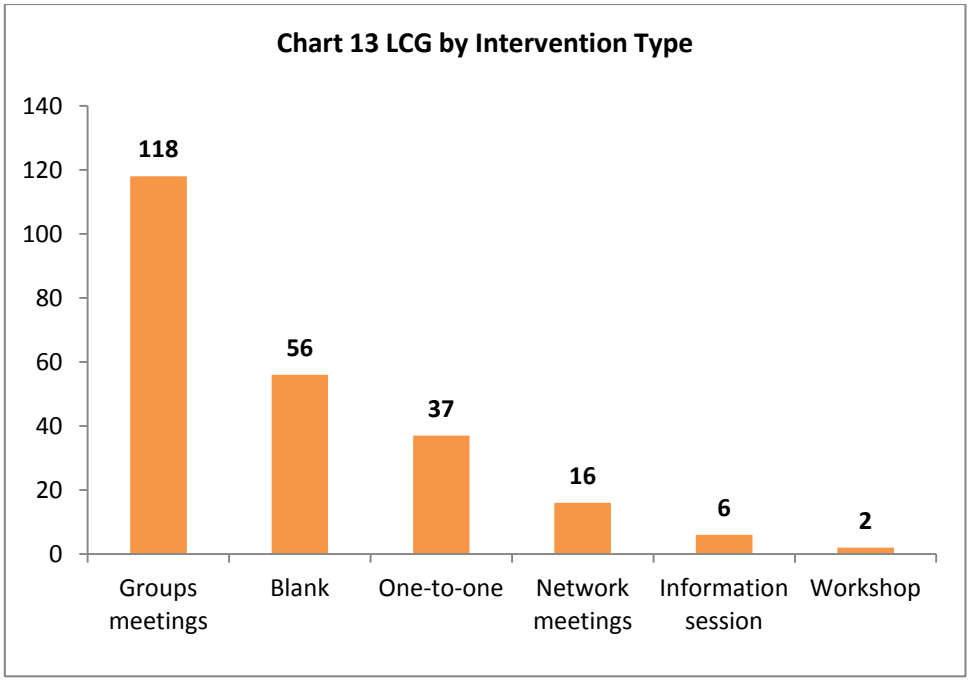


Chart 13 LCG by Intervention Type
140
120
100
80
60
40
20
0
118
56
37
16
6
2
Groups meetings
Blank
One-to-one
Network meetings
Information session
Workshop

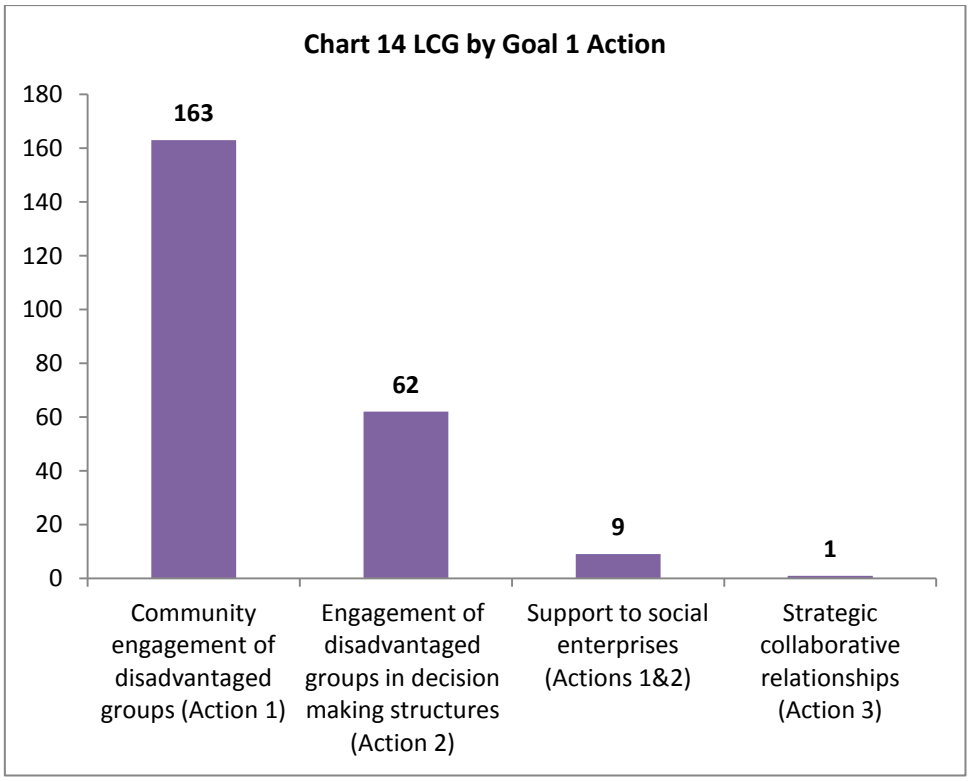
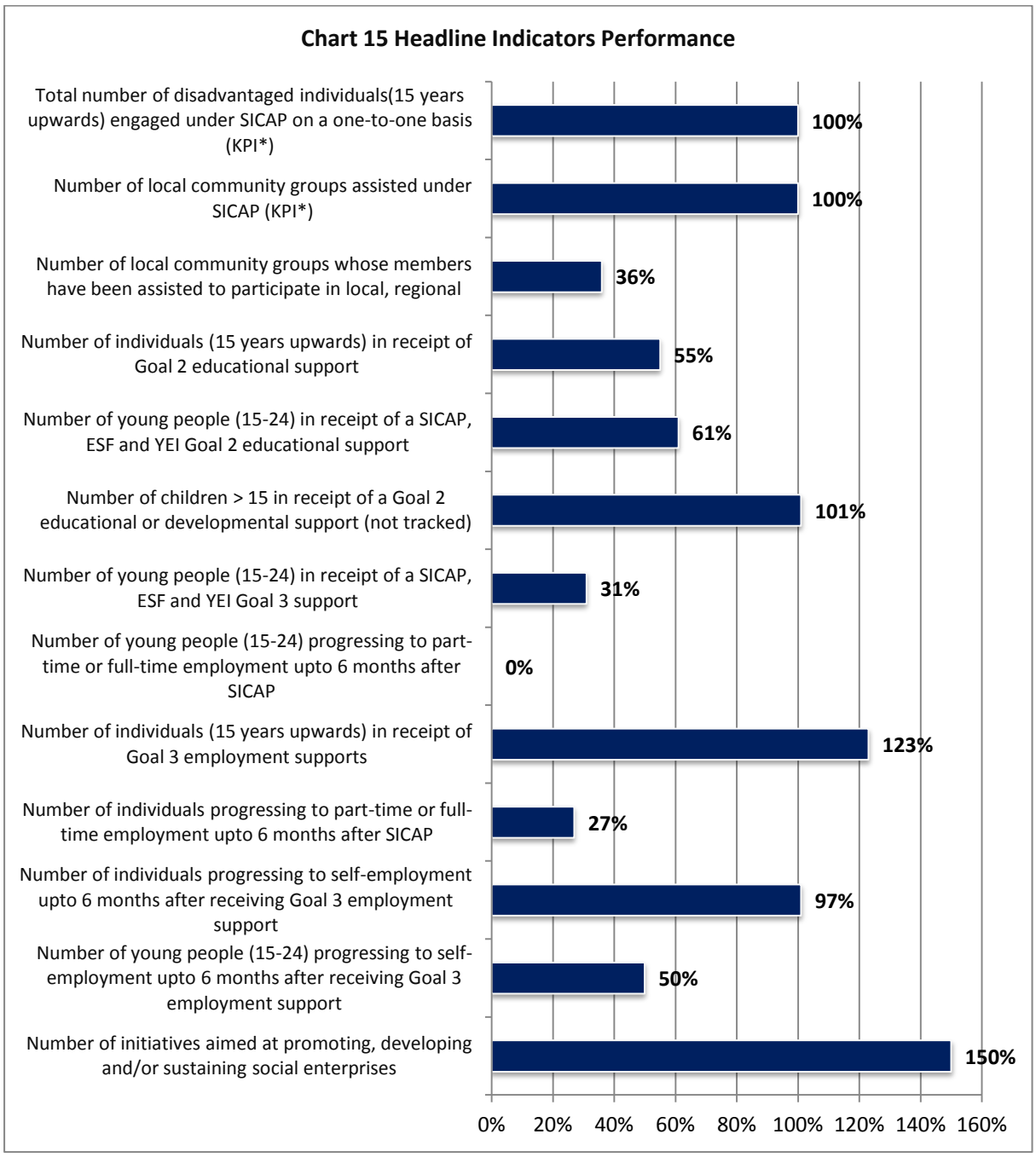


Chart 14 LCG by Goal 1 Action
180
160
140
120
100
80
60
40
20
0
163
62
9
1
Community engagement of disadvantaged groups (Action 1)
Engagement of disadvantaged groups in decision making structures (Action 2)
Support to social enterprises (Actions 1&2)
Strategic collaborative relationships (Action 3)

3) Targets :

a. Key Performance Indicators (KPIs) and Headline Indicators



Blanchardstown Area Partnership was successful in attaining the two Key Performance Indicators (KPIs) for the Fingal LOT namely:

- **Total number of disadvantaged individuals (15 years upwards) engaged under SICAP on a one-to-one basis (KPI) 1,210**
- **Number of local community groups assisted under SICAP (KPI) 63**

Elsewhere Blanchardstown Area Partnership also met or exceeded targets for

- Number of individuals who have progressed[xvi] (along the education continuum) 6 months after registering with SICAP (750%)
- Number of young people (aged 15-24) who have progressed (along the education continuum) 6 months after registering with SICAP (740%)
- % of those targeted should have educational attainment of Leaving Certificate or lower
- Number of children in receipt of a Goal 2 educational or developmental support (101%)
- Number of individuals (15 years upwards) progressing to self- employment up to 6 months after receiving a Goal 3 employment support (97%)
- Number of initiatives aimed at promoting, developing and/or sustaining social enterprises (150%)

The targets which were not reached were:

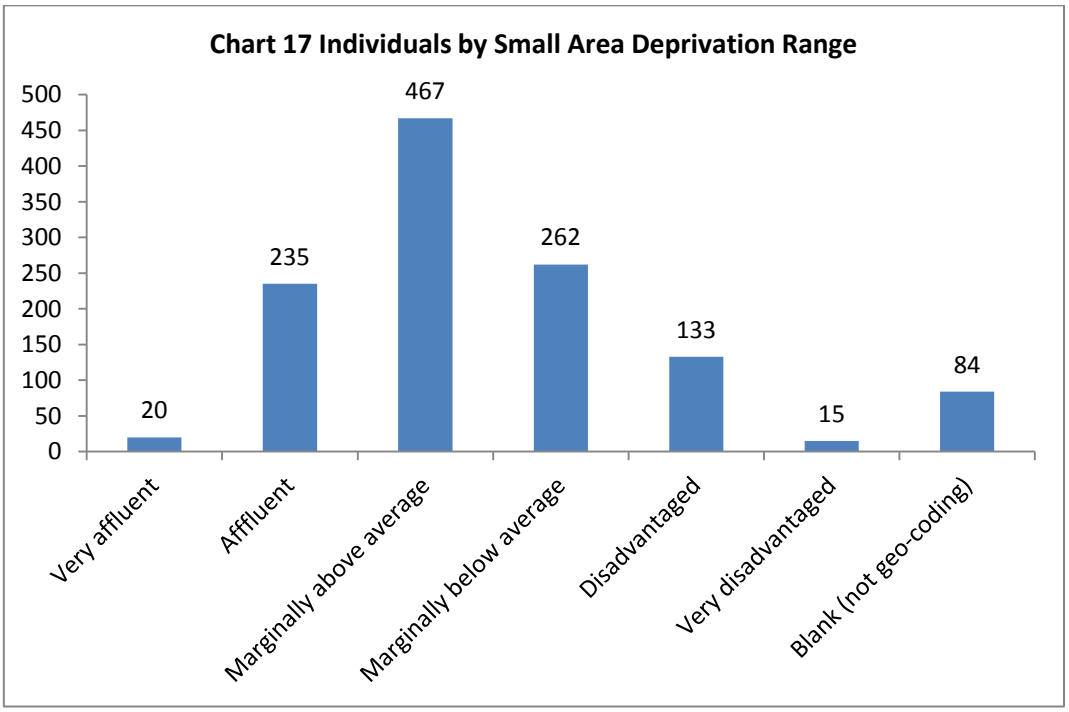
- Number of individuals (15 years upwards) in receipt of a Goal 2 educational support lower (55%)
- Number of young people (aged 15-24) progressing to self-employment up to 6 months after receiving a Goal 3 employment support (50%)
- Number of young people (aged 15-24) in receipt of a SICAP, ESF and YEI Goal 3 employment support (31%)
- Number of individuals (15 years upwards) progressing to part-time or full-time employment up to 6 months after receiving a Goal 3 employment support (27%)
- Number of young people (aged 15-24) progressing to part-time or full-time employment up to 6 months after receiving a Goal 3 employment support (0%)

The educational targets for Goal 2 along with the various Youth Guarantee targets for persons aged 15-24 were set nationally and divided across each LOT in the country. In addition to this the Goal 2 educational targets (697) for SICAP across Fingal were exactly the same for Goal 3 training supports (697). This represented a significant departure in practice from previous programmes. To place this into perspective, in 2011 the educational target for Blanchardstown Area Partnership was 127, which increased to 328 by 2014. For SICAP the target doubled to 697 *in just 9 months*, which was unachievable.

b. Disadvantaged areas (as per HP Deprivation Index)

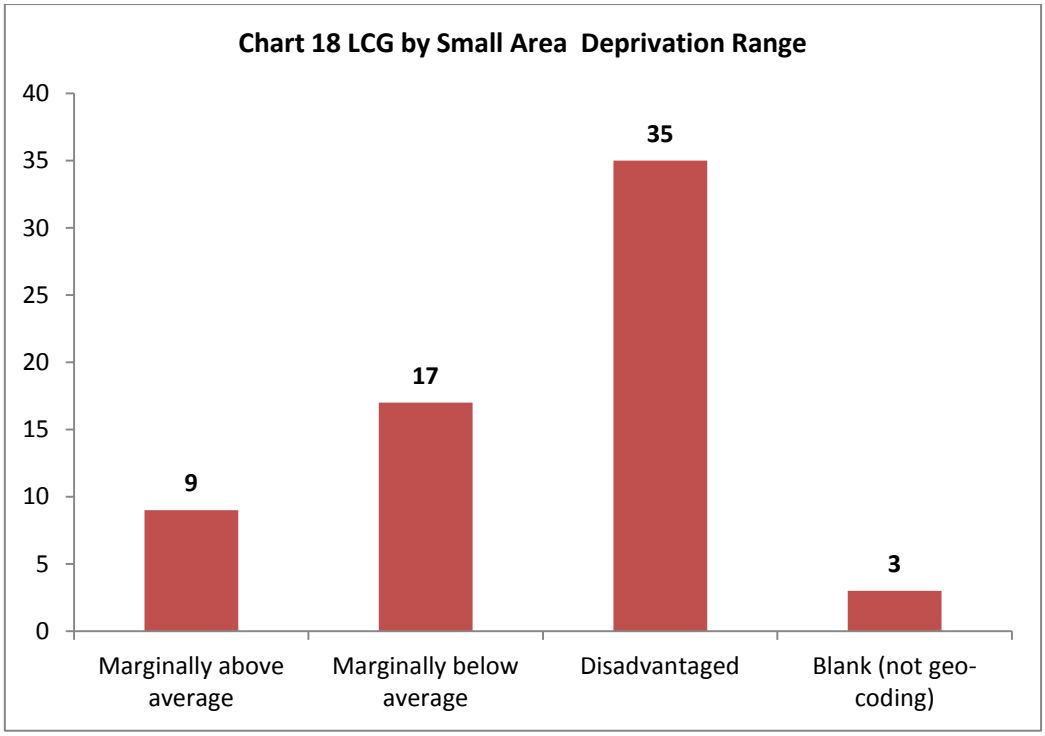
c.

The disadvantaged areas in Fingal as measured by the Trutz Haase affluence/ deprivation score are concentrated solely in small areas of Blanchardstown within the RAPID area where there are local authority estates and in Balbriggan (Please see map 1 in appendices). Out of a population of 273,991 approximately 19,977 persons live in disadvantaged areas within Fingal. Since 1995, there has been very few social housing units built nationally and within Fingal, which has been the fastest growing county in Ireland over the past 20 years.



12% of the caseload supported by Blanchardstown Area Partnership under SICAP were living in disadvantaged areas as displayed in Chart 1. The vast majority of the SICAP target groups live in areas outside of the RAPID boundaries, which have not been extended since 2006. SICAP target groups live predominantly in private housing estates, many of whom are in receipt of private rent supplement.

A clear oversight with respect to the national SICAP targets is the absence of one under Goal 1 for the *percentage of community groups engaged under SICAP situated in disadvantaged areas* supported by Local Development Companies-Chart 11. With respect to Fingal, 35 or 57%[xvii] of the groups supported by community development staff from BAP are located small areas within electoral divisions that are either disadvantaged– see Chart 18. A further 17 28% are in small areas that are marginally below average.



d. Qualitative Indicators

The evaluation framework of SICAP is premised on a set of prescribed outcomes and performance indicators across the three goals (Goal 1: Empowering disadvantaged communities; Goal 2: Lifelong Learning and Goal 3: Employment). SICAP is based on a Theory of Change Model[xviii]. Under Section 5 of BAP's tender for the Social Inclusion and Community Activation Programme '*Performance Management*', a detailed overview of the Self Evaluation Tools and Tracking of Individual Beneficiary caseload was presented.

Blanchardstown Area Partnership submitted several Logic Models for particular actions of SICAP. Logic Models are a graphic representation of a programme, showing the intended relationships between a series of organised activities and resources aimed to help people make improvements in their lives (Pg 49, Local and Community Development Guidelines 2011). These logic models help the organisation monitor outputs and evaluate intended outcomes.

In 2015, a purposive survey of individuals was administered by BAP's Research and Evaluation Officer. A bespoke survey questionnaire was distributed to all clients visiting our office. The LES Employment unit sent it by e-mail to registered users of its service with an embedded portal link to enable people complete it online through BAP's website. The questionnaire was also placed as a news item on the front page of the organisation's website.

The results from the 2015 survey are very positive based on the 107 returned questionnaires. The template below presents a listing of some of the prescribed SICAP outcomes across the goals alongside the performance indicators and the

results of the survey administered. Based on the feedback of the survey participants it can be stated that these prescribed outcomes of SICAP are being achieved by Blanchardstown Area Partnership (Table1).

Table 1 Prescribed and unprescribed outcomes attained

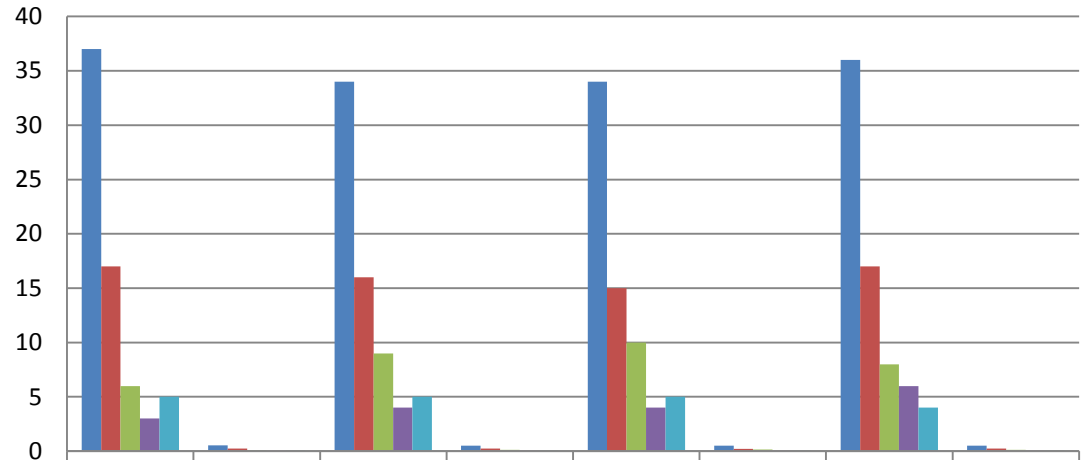
Outcomes	
Goal 2 To identify and provide information on learning supports available to individuals experiencing educational disadvantage	**Feedback**
Indicators **G2.1.1** People experiencing educational disadvantage from the target groups are better informed of local opportunities for LLL	• 60% (28) strongly agreed or agreed that the interventions they received from the organisation had been very helpful in *enabling them register for external courses* and 13% (6) strongly disagreed. 21% indicated that this was not relevant to them.
G2.2.1 Increased participation by people experiencing education disadvantage in life-long learning opportunities	• 57% of respondents put forward that the information and advice they received had been very helpful in enabling them *access other services* while 14% disagreed or strongly disagreed. 10% were undecided and 18% choose not relevant.
G2.2.2 Increased progression by people experiencing educational disadvantage along the life-long learning continuum	• 41% (18) indicated that the supports they had received along the way had been very helpful in enabling them *gain a qualification* and 9% (4) strongly disagreed. 36% indicated that this was not relevant to them. • 49% of respondents (17) strongly agreed or agreed their *English language skills* had improved as a result of receiving supports. 6% were undecided and 23% disagreed or strongly disagreed.[1]
Outcomes	
Goal 3 To engage with SICAP target groups and youth to move them closer to the labour	

[1] None of those surveyed were participants on the Failte Isteach or English language courses ESOL funded via Goal 2 of SICAP.

market and progress them into employment	
Indicators **G3.1.1** Those most distant from the labour market are more aware of career options and job opportunities and are better prepared to enter the labour market **G3.1.3** Increased numbers from the target groups are progressed into employment and supported to remain in employment	• 67% of respondents (36) strongly agreed or agreed that their *interview skills* had improved as a result of their engagement with the organisation. 15% (9) disagreed or strongly disagreed while 7% were undecided. • 68% of respondents (35) strongly agreed or agreed that their *CV* was enhanced since they approached the organisation while 14% (12) disagreed or strongly disagreed • 62% of respondents (33) strongly agreed or agreed that their *communication skills* were superior after approaching BAP whereas 19% (10) disagreed or strongly disagreed • 19 respondents or 47% claimed that the interventions they'd received had very much or somewhat helped them to gain *work experience* while 28% choose not really or not at all • 53% (17) persons indicated that the interventions had been very helpful in enabling them access *TUS or a Community Employment scheme* and 32% opted not really or not at all • 16 respondents or 43% indicated that the supports they had received had been very helpful or somewhat helpful in enabling them find *part-time employment* and 41% or 14 not really or not at all. • 16 respondents or 43% indicated that the supports they had received had been very helpful or somewhat helpful in enabling them find *full-time employment* and 38% indicated not really or not at all
Goal 3 To support SICAP target groups and youth in becoming self-employed and sustaining this	***BAP carries out a separate survey of enterprise clients each year***

	Feedback
	Non prescribed outcomes reported by survey respondents
There are no indicators across the SICAP to capture these 'core competencies and soft outcomes' some of which are short term, medium and long term. (Please refer to the Logic Model for more information)	• 50 persons or 74% indicated that their *self-esteem* had improved very much or somewhat, whereas 9 or 13% suggested not really or not at all • 49 persons or 72% indicated that their *confidence levels* had improved very much or somewhat, whereas 9 or 13% suggested not really or not at all • 51 persons or 68% indicated that visiting the organisation and receiving interventions had *reduced their sense of isolation* very much or somewhat and 17% stated not really or not at all • Finally 43 persons or 68% expressed the opinion that the various supports they received had *improved their contacts with people and networks* very much or somewhat while 11% were undecided and 20% elected not really or not at all • 54 persons or 79% indicated that their *motivation levels* had improved very much or somewhat, whereas 8 or 11% suggested not really or not at all • 53 persons or 75% specified that their *aspirations* has improved very much or somewhat, whereas 14% choose not really or not at all • 48 persons or 83% of respondents signified that the advice and supports they received had increased their *knowledge of services* very much or somewhat, while 15% said not really or not at all • 48 persons or 72% of respondents denoted that that the interventions they received had very much or somewhat helped them *identify their skills and providing them with a career path*. 14% or 9 expressed not really or not at all.

Chart 22 Qualitative Indicators



	Improved motivation levels		Improved self-esteem		Improved confidence levels		Improved aspirations	
Very much	37	54%	34	50%	34	50%	36	51%
Somewhat	17	25%	16	24%	15	22%	17	24%
Undecided	6	9%	9	13%	10	15%	8	11%
Not really	3	4%	4	6%	4	6%	6	8%
Not at all	5	7%	5	7%	5	7%	4	6%

In 2016, Blanchardstown Area Partnership will follow up with community development groups to obtain feedback with respect to some of the qualitative indicators under Goal 1 of SICAP.

e. Other Programme Indicators

The Action Indicator Targets Vs Actual Outputs Detailed and Action Indicator Targets Vs Actual Outputs Summary on IRIS continue to experience difficulties capturing SICAP outputs. For example some interventions that are reflected under individual records are not transferring to this report. We presume that this is under review by IRIS/POBAL and that these anomalies will be ironed out.

4) Horizontal Themes

a. Promoting an Equality Framework

BAP's gender, equality policy and poverty proofing statements are on our website and accessible from the following links[xix]. Further to this BAP regularly monitors the outputs for men and women across SICAP and continues to assess the gender impact of actions through a variety of desk research methods. As part of this exercise IRIS data is regularly examined at staff meetings. 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.

Issues highlighted in these reports have persuaded the LDC in the past to support local initiatives and new responses that have lead to positive progression outcomes for Travellers (the Traveller Inter-Agency Steering Group) people with intellectual disabilities (Including Me Advocacy project), and unemployed men (Career MOT). These interventions have improving linkages with the education, training and mediation supports offered by the BAP/Local Employment Service.

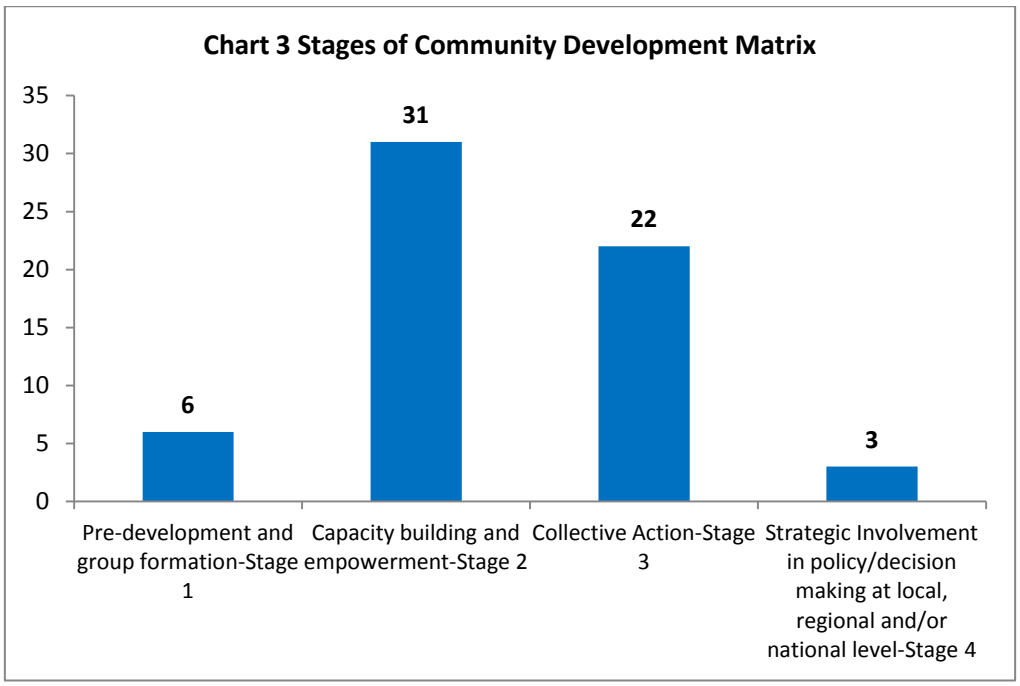
Blanchardstown Area Partnership delivers actions and courses that directly engage with specific target groups of SICAP such as New Communities via the Fáilte Isteach initiative or enterprise workshops such as Momtrepreneurs that positively discriminate in favour of women to encourage more females to set up their own business. In 2015, BAP also worked collaboratively with the Schools Completion Programme and Blanchardstown Youth Services to support children aged 15 and over who were identified as 'at risk of leaving school early'.

BAP also actively promotes our premises as non-discriminatory and welcoming. Posters from the Immigrant Council of Ireland, Pavee Point and LGBT support organisations are prominently displayed to visually communicate this. These also promote support phone number and in theory should assist Case Officers gather sensitive data such as ethnicity.

b. *Applying Community Development Approaches*

BAP staff and management continue to extensively-support target groups of SICAP indirectly on Key Policy and Planning Structures such as the Fingal Children Services Committee, Fingal County Childcare Committee, Jigsaw, (Young people from disadvantaged areas) Innovation Enterprise Network, Irish Local Development Network. We also support Blakestown, Mulhuddart and Corduff Task groups.

Since 2001 our Board has included a sub-structure of nominated community representatives, including the community, statutory and social partners, which has enabled the community to inform the Partnership's work and bring a strong community voice to the Board. This allows issues to come from grass roots level for consideration and action by the Board. Community members have played a very important role to ensure that our work responds to real needs and issues, such as the lack of local provision of vocational training, advocacy for people with disabilities, training for early school leavers and parenting programmes. In early 2013 the sub-structure was revised as two working groups – Community and Youth, Employment and Training. Both these groups will continue to play a strong role in the company and currently elect three Community Directors each to the Board. We have begun the process of replicating Working Groups to inform our work in Balbriggan and Swords.



As pointed out under Section 2a) Blanchardstown Area Partnership distributed a Community Newsletter to 20,000 households across Fingal. Access to information is the first step to community engagement. The BAP website www.bap.ie is also an important means of communicating with the target groups of SICAP about how the organisation may support them. Elsewhere BAP also offers a LoCall telephone service that will engage with individuals across Fingal and signpost to appropriate services

and our Mobile Information Van travels across the county, providing information to communities in both urban and rural areas of Fingal. We have held a series of information sessions in shopping centres and community centres across Fingal. We have also written to all community groups (via FCC) informing them of our services and how to access them.

As part of our work with the Health Promotion Unit and the HSE Primary Care Team we arranged health and well-being days in the three RAPID areas. They gave information on supports available, i.e. Smoking Cessation (Irish Cancer Society), Cancer Care, Healthy Food Made Easy, Suicide Awareness and Headstrong/Jigsaw Youth Mental Health. Our Research and Evaluation Officer provides technical assistance and census data to community groups and statutory bodies when they are completing needs analysis and area profiling of their communities/catchment areas.

c. Developing Collaborative Approaches

BAP staff and management have developed collaborative approaches with an array of national and local stakeholders over many years including Jigsaw, Innovation Enterprise Network, Irish Local Development Network, Fingal Children Services Committee, Fingal County Childcare Committee, HSE (Parenting Courses and We Can Quit Smoking Courses) BAPTEC and BASE. BAP was 'extremely involved' with 7 of these structures, 'very involved' in one and 'somewhat involved' with as reflected on IRIS and ?

A good example of collaboration with stakeholders on the RAPID AIT is the Mulhuddart Priority Task Group. This is outlined in detail under Local Objective Statement 4 of this report. BAP plays a leading role on this group.

We will work to bring community, statutory, elected and social partner representatives together on an equal basis to tackle the key issues affecting the community. This will ensure that all people in Fingal can participate in the decision making structures that affect their lives. We will actively support disadvantaged community groups to engage with the Fingal Community Network (FCN) which is currently being supported by Fingal County Council as part of the Public Participation Networks nationally.

Since 2001 our Board has included a sub-structure of nominated community representatives, including the community, statutory and social partners, which has enabled the community to inform the Partnership's work and bring a strong community voice to the Board. This allows issues to come from grass roots level for consideration and action by the Board. Community members have played a very important role to ensure that our work responds to real needs and issues, such as the lack of local provision of vocational training, advocacy for people with disabilities, training for early school leavers and parenting programmes. In early 2013 the sub-structure was revised as two working groups – Community and Youth, Employment and Training. Both these groups will continue to play a strong role in

the company and currently elect three Community Directors each to the Board. We have begun the process of replicating Working Groups to inform our work in Balbriggan and Swords.

Decision Making Structures: An example of current good practice that will be transferred to other areas of Fingal is the Mulhuddart Task Group. The Mulhuddart area is the most disadvantaged area in Blanchardstown and was prioritised by RAPID for special attention and support. This Task group was set up in 2012 as a response to social, community and economic challenges in Mulhuddart. The group is chaired by Fingal County Council Community Department and is comprised of all agencies delivering services in the Mulhuddart area. Blanchardstown Area Partnership is a founder member of this group, and we will seek to work with the FCC Community Department to further develop the model and transfer it to other disadvantaged areas in Fingal.

Blanchardstown Area Partnership is aware that all representation on networks needs to have clearly-defined outcomes and have a positive impact on poverty and social exclusion for local communities. Some of the networks mentioned below require Partnership representation in order that the collaboration and inter-agency approach is maintained, while others need the expertise of our staff to build capacity within the group.

This action is a compilation of all collaborative, inter-agency networks that staff are currently involved with, including:

- Local Community Development Committee (LCDC)
- Irish Local Development Network (ILDN)
- Fingal Traveller Inter-agency Group
- Fingal Children Services' Committee
- Fingal County Childcare Committee,
- Local Management Committees (Community Childcare Facilities)
- Full-Time Jobs Initiative
- BAPTEC
- North Dublin Coalition, DCU (NorDubCo)

As part of this action we are committed to collaborating with all countywide networks in order to deliver the SICAP programme to appropriate disadvantaged communities across Fingal. We will also collaborate with Fingal County Council in the establishment and development of the new Fingal Community Network and facilitate and support representatives from disadvantaged communities to participate in this important new network.

5) Youth Employment Initiative (YEI) (max 500 words):

Chart 5 (Page 13) displays the age distribution of individual beneficiaries who received SICAP/ESF/YEI supports. In relation to young people (aged 15-24) who were *not* in employment, education or training (NEETs) upon registering with SICAP, very few persons who received supports fitted into this categorisation. Those particular individuals who did were primarily teenagers who had just received their Leaving Certificate results who had attended Delivering Equality of Opportunity in Schools (DEIS) schools.

Blanchardstown Area Partnership provided them with professional career-guidance supports to help them make a more informed decision as to whether to apply for a Post-Leaving Cert Course, register for a 3rd level course under the CAO application process, or indeed return to sit their Leaving Certificate. All of them were contacted one month after receiving their intervention to identify their most recent status and will be contacted again at the end of February 2016 to track their labour market status.

BAP has worked collaboratively with the Schools Completions Programme and Foroige to support children aged 15 and over, who are identified as 'at risk of leaving school early' but are not NEETs. This work has taken place in Balbriggan and Dublin 15. It was offered to schools in Swords but has not been taken up. In 2015 the work was in the planning stage with the initiative commencing in early 2016.

BAP also provided enterprise supports to young people aged 15-24 and 5 of these did eventually set up their own business in 2015 and allocated SICAP funding to help younger persons obtain their FAI Coaching badge.

It is important to highlight that Local Development Companies have always worked with NEET clients under the Local and Community Development Programme 2011-2014 and the Local Development Social Inclusion Programme 2000-2010. Individual beneficiaries who are receiving ESF/YEI supports and fit into the NEETs categorisation should be tracked on a separate monitoring system to IRIS.

6) Case Study and Vignettes

Goal 3 Enterprise Department Case Study

http://www.bap.ie/enterprise

Background/context

The Enterprise Department of the Blanchardstown Area Partneship (BAP) experienced a significant increase in persons interested in setting up their own business in recent years. The enormous increase in the population of the catchment area of BAP from 63,120 (2006) to 101,032 (2011) and now for all of Fingal (273,991) has been a contributory factor. This phenomenon was undoubtedly influenced by persons who became unemployed in Fingal especially from 2008-2011. The official unemployment rate stood at 16.0% in 2011.

Target Group(s)

In 2015, the Enterprise Department of BAP provided 638 persons (416 males 222 females) a combination of supports to discuss the process of setting up their own business under the Back to Work Enterprise (BTWE) and Short Term Enterprise Allowance (STEA) Schemes. These can range from interventions such as face-to-face meetings that may last several hours to telephone and email supports that are crucial in helping an entrepreneur decide on whether it is feasible to run a business or not.

The initial telephone conversations help determine the options the Enterprise Officer deems best suited to the needs of the individual. As a result the individuals may be advised to carry out market research to help ascertain the feasibility of the business they are looking to establish. Alternatively they could be referred on by the Enterprise Officer to other Partnership actions such as Failte Isteach (under Goal 2) to improve their English language skills or a government labour market schemes such as JOBBRIDGE that a Local Employment Service / JOBLINK mediator can best advice on.

Further to these above supports the Enterprise Department also deliver a wide range of workshops for persons interested in starting a business, as well as those who have already on the BTWE /STEA schemes having set-up in business in previous years to help increase their sustainability. 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 either as a sole trader or a limited company or to expand their existing business. Blanchardstown Area Partnership Enterprise Department also runs a monthly finance clinic where enterprise start-ups can speak directly, on a confidential 1-2-1 basis, with an accountant, to discuss finance, tax, VAT, bookkeeping matters.

Key Achievements

179 persons went onto establish a new business as a result of the advice and supports they received from the BAP Enterprise Department from April-December 2015. The most common sectors of the economy where new businesses were created were in trades and construction (50), other professional services (26) and transport (17) [See chart 21]. **92 persons were also recruited by**

these new start-ups which highlights the wider impacts of the BTWEA scheme in terms of a **multiplier employment effect in the local labour market**.

177 persons who set up their own business had no attachment at all to the labour market. 113 of them were long-term unemployed on registering with SICAP. Blanchardstown Area Partnership who administers the Back To Work Enterprise Allowance helped the government with its targets around Pathways to Work Initiative 2020, and reduce overall national budget the Department of Social Protection allocates to the welfare budget. In summary Blanchardstown Area Partnership has realised the **Expected Outcomes** as envisaged in its 2015 Annual Plan as set out below.

Expected Outcomes
G3.2.1 Individuals are better informed of local self-employment opportunities (including social entrepreneurship) and have enhanced skills and capacities to avail of these opportunities

G.2.2.2 Self-employed individuals can access good quality post-enterprise supports and training to better ensure the sustainability of their business

G.2.2.3 Young people are encouraged to consider entrepreneurship as a viable career route and are assisted in setting up their own business (See vignette)

There are a number of barriers however, SICAP clients face in setting up their own business, which are beyond their immediate control. Some of these are linked to the bureaucratic regulations linked around individual payment schemes and others are due to anomalies in the regulations.

Challenges / Barriers
There are two major drawbacks with the Short Term Enterprise Allowance Scheme at present. Firstly the maximum period of 9-12 months for the scheme is short and is dependent on Job Seekers Benefit entitlement. However, in reality very few people who become unemployed are ready to immediately start a business as this can take several months pre-planning. Every week spent on preparing for self-employment e.g. business plan/ attending seminars, means a week less on the scheme. Further to this participants on Short Term Enterprise Allowance Scheme are automatically disqualified from applying for the 2 year Back to Work Enterprise Allowance Scheme for 5 years irrespective of amount of time spent on Short Term Enterprise Allowance Scheme. There are also continual issues surrounding length of time it takes to be awarded Jobseekers Allowance. Frequently, this cause unnecessary delays people in establishing new businesses.

Elsewhere there are some clients who are pressurised by contractors especially in the construction industry to become self-employed. In effect these SICAP clients become sub-contractors and de-facto only have one employer who they have a contract with. If that working relationship terminates, the client experiences significant difficulties getting their original payment re-instated by the Department of Social Protection and loose secondary payments such as rent supplement and mortgage interest relief. If you are in receipt of a rent supplement to continue to be eligible to receive rent supplements you must be RAS compliant, which takes 18 months. The outcome of this is that there are people who deliberately have to wait for this period of time before it makes financial sense for them to start-up their own business. There is a clause in the regulations that allows a waiver to be applied to persons who wish to re-enter the labour market who are more than 12 months out of work. Unfortunately that clause is not invoked locally by the Housing Department of Fingal County Council.

Finally an issue especially for persons under 30 years of age is an increasing trend for women setting up their own business in the Beauty Industry and men who become Personal Trainers and operate

from a Gym who essentially have no contract or no hour basis.

Learning

The Enterprise Department always 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. Please see **a list of testimonials** for the Enterprise Department who set up business and who attended workshops.

Drive Traffic to your website SEO

"I came to this class with no knowledge of the course content and left with a clear understanding of how to put everything I learned to good use. Use of examples and simple language made the entire subject of SEO completely understandable to me. Very helpful class will definitely be attending more".

Start UP - start your own business course

"Very well presented. I learned a lot even in areas I knew a lot. Well done and thanks. Very helpful and very engaging style of teaching".

"I enjoyed the course. His teaching was useful, insightful and at a level that I could understand and apply to the real world. I would recommend this course to anyone considering starting their own business".

"I found the course very beneficial and can't wait to take the next step".

"Incredibly informative and engaging course. Thank you."

"John is great at explaining the difficult parts, I feel much more confident now especially on the Tax side."

Marketing for a New Economy

"Great course, a lot of brain storming in the group, about my business, was really helpful."

"Brilliant speaker. Good training and excellent material/notes. Confident trainer."

"Very well presented and great interaction. I learned a lot."

"Well structured, great presentation, style, engaged and interacted well with trainee. Well done."

"Very useful for an engineer trying to do marketing. Some good action to take away."

"I enjoyed the course and feel it will help me when it comes to developing my business. Thanks a lot for allowing me to be involved."

Mompreneurs Workshop

"Just wanted to give you feedback on the mompreneurs course....Thought I'd drop you a line to say the course was really enjoyable. Sarah is both informative and enthusiastic and delivers the content in an relaxed atmosphere, with a little humour (which always helps!).

"I wasn't sure if this was for me when I read about it a t first but am delighted I attended now. Thanks"

Pricing Workshop

"Clear, Concise informative session. I definitely will benefit in the future form this course"

"Very informative, well presented."

Facebook for Business Workshop

"Very nice presentation and nice venue. Thank you. Great course would welcome follow up or longer course."

How to Develop Your Business into a Brand Workshop

"Superb content, very engaging trainer and good group interaction"

"I'm happy. Got new ideas for my business."

Learn How to Advertise....Properly

"The case study that we did in small groups was so helpful in how to target customers needs/lifestyle. Very informative."

"Good facilitator- would like to get more advice for my business."

Testimonials

Mayca and I can't thank Niall and the entire staff at BAP's Enterprise Department enough.....They are such a dedicated professional bunch of people that made us feel anything is possible! Setting up a new business is a daunting & very challenging task for anyone but at BAP they live for the challenge! Wapo probably wouldn't exist without their advice and guidance.....We learnt so much along the way.

Live Long and prosper!
Paul & Mayca
www.wapo.ie

The BAP's Enterprise Department have given us invaluable help at all stages of our journey into the world of business. From the courses and workshops, to one-to-one meetings, they gave us the practical help and advice that enable us to make decisions and progress with our business. Without a doubt the BAP is the single greatest resource that we have utilised thus far in starting our own business.

Rob & Steve @ www.motionfox.com

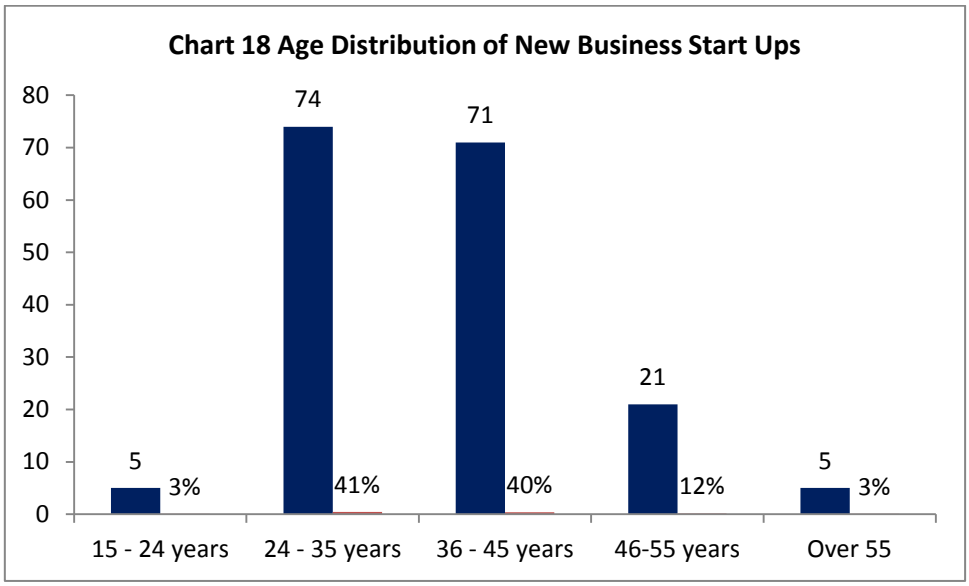


Chart 19 Previous Labour Market Status of New Start Ups

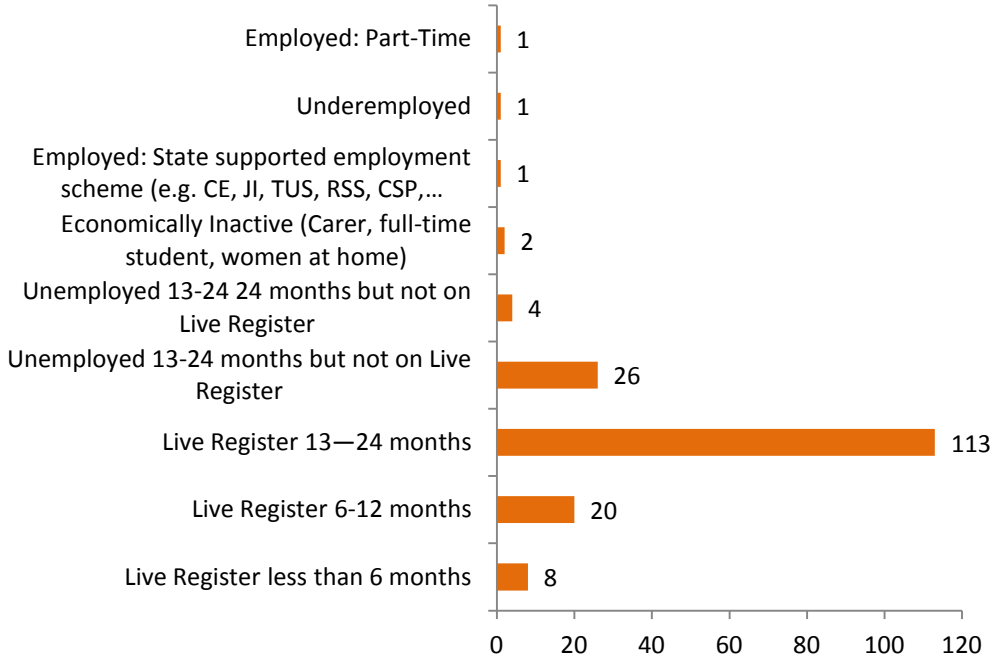


Chart 20 Highest Educational Attainment of New Start Up Enterprise

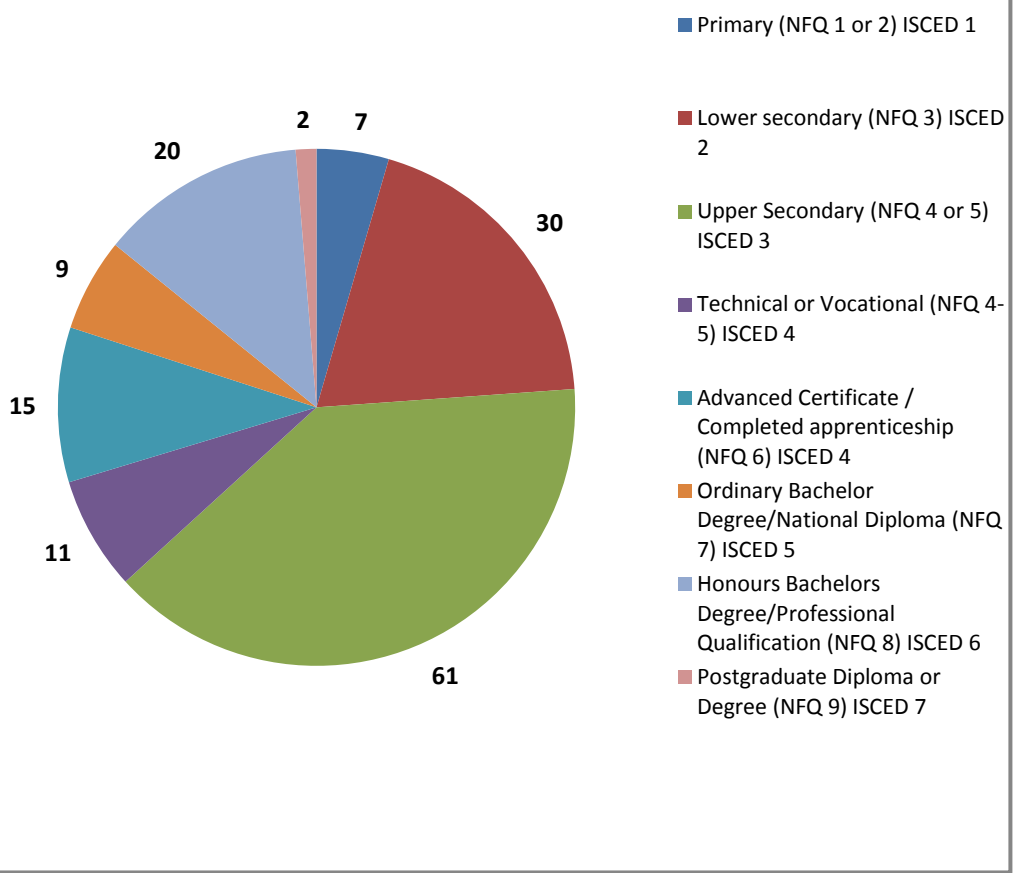
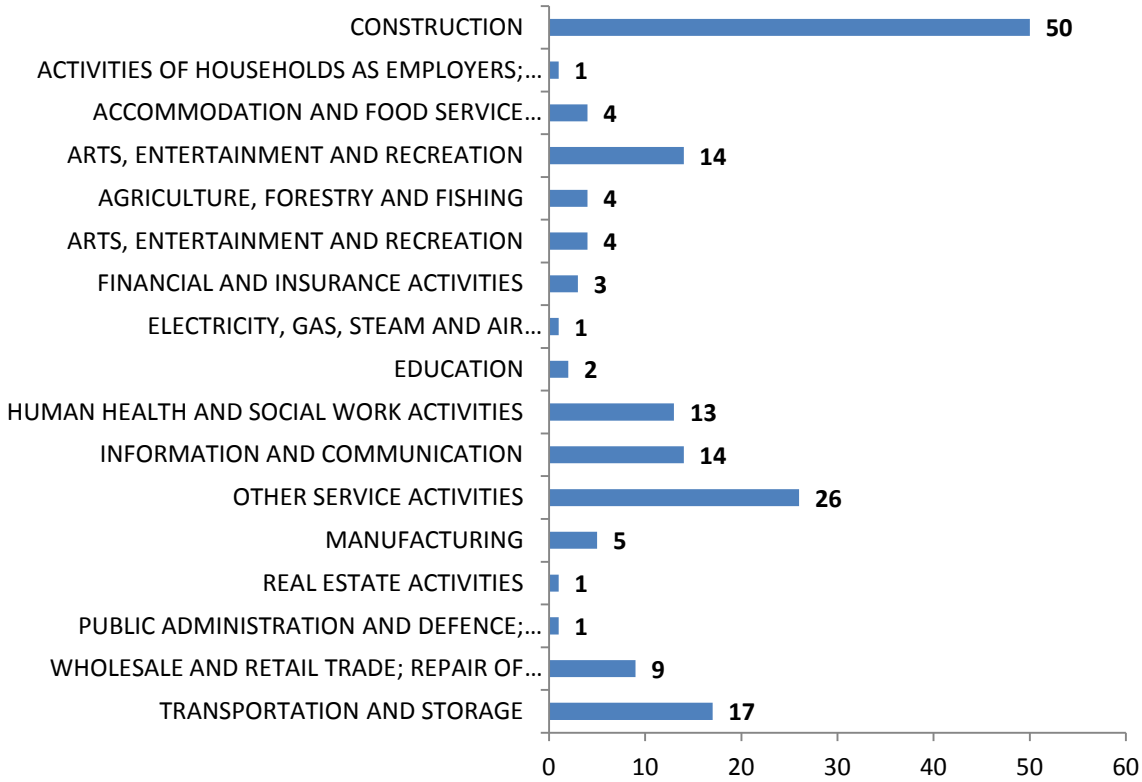


Chart 21 Sectors of the Economy for New Start Ups



Goal 3 Young Person (Vignette)

"Richard (not his real name) is a 23 year old who self-referred himself to Blanchardstown Area Partnership in 2014 after initially reading up about the organisation on the website www.bap.ie He had been signing on the live register for between 13-24 months when he registered with the organisation and met with the Enterprise Officer. Over the course of several months he attended different enterprise workshops where he gained business ideas, mentoring and support with the Back to Work Enterprise Allowance Scheme application. In July 2015, his application was approved and he became self-employed as a personal trainer in the Human Health and Social Work Activity sector. Since then he has returned to BAP to receive self-employment follow up supports. An interesting facet is that Richard now operates from a gym that was started up by James Farrelly who owns a Strength and Conditioning Gym and runs a Karate Club. James also started up his own business through the Blanchardstown Area Partnership under the Local and Community Development Programme 2011-2014."

Goal 2 & 3 Non-Irish National (Vignette)

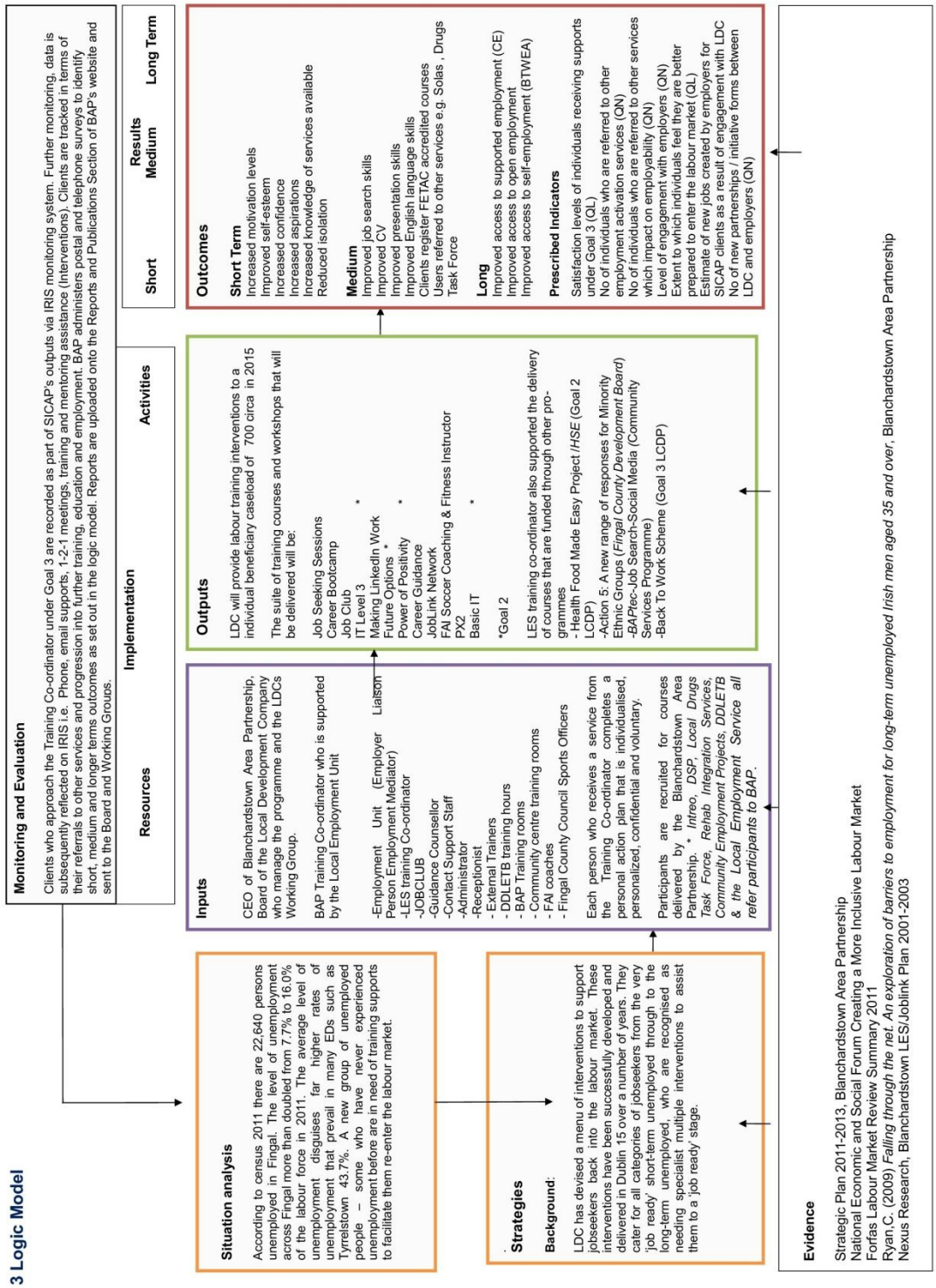
"Wang (not her real name) is a 40 year old member of the New Communities of Asian or Asian Irish-Any other Asian Background living in Blakestown, who arrived in Ireland as a migrant worker experiencing socio-economic disadvantage. She was an economically in-active person when she registered with the Blanchardstown Area Partnership in May 2015, as she was engaged in family duties on a permanent basis. She was deemed initially to require an educational supports under her personal action plan owing to her low level of English comprehension when she initially approached the organisation and has since progressed along the educational continuum. This occurred when she attended the conversational Failte Isteach course that BAP has successfully run out in Dublin 15 to help non-Irish integrate into wider society. She was subsequently advised by her Case Officer to attend a Goal 3 labour market course Future Options, which she completed last June. Following on from this she also completed a further Goal 3 course entitled Bootcamp. Following this suite of interventions she was referred internally within the organisation to the Local Employment Services, which is reflected as 'Other Employment Activation' services on IRIS. Her most recent labour market situation is that she is unemployed but not on the live register."

7) Updates to IRIS Database

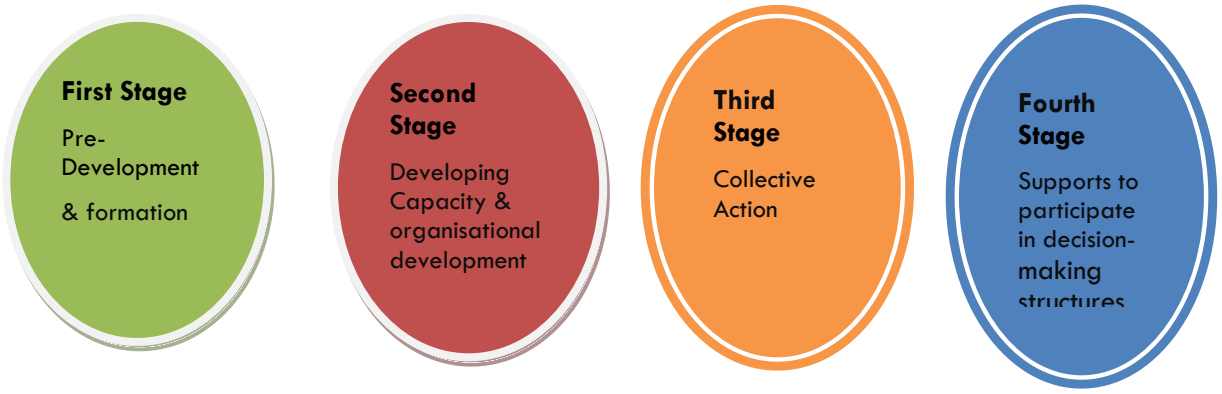
Programme Implementers must ensure that:

- An update for each of the 2015 Actions has been input in the **Update on Progress** field under the End of Year report section of the action record. The *08.Action Progress Report* can be generated to view the action updates that have been input.
- 2015 data input is complete.
- 2015 data issues/errors identified have been rectified.
- 2015 data follow-up has been carried out, as appropriate.
- Contact names / details and Partners /Offices information/Board Members is up-to-date.

Appendices


Goal 3 Logic Model
Monitoring and Evaluation
Clients who approach the Training Co-ordinator under Goal 3 are recorded as part of SICAP's outputs via IRIS monitoring system. Further monitoring, data is subsequently reflected on IRIS i.e. Phone, email supports, 1-2-1 meetings, training and mentoring assistance (Interventions). Clients are tracked in terms of their referrals to other services and progression into further training, education and employment. BAP administers postal and telephone surveys to identify short, medium and longer terms outcomes as set out in the logic model. Reports are uploaded onto the Reports and Publications Section of BAP's website and sent to the Board and Working Groups.
Resources
Implementation
Activities
Results
Short
Medium
Long Term
Situation analysis
According to census 2011 there are 22,640 persons unemployed in Fingal. The level of unemployment across Fingal more than doubled from 7.7% to 16.0% of the labour force in 2011. The average level of unemployment disguises far higher rates of unemployment that prevail in many EDs such as Tyrrelstown 43.7%. A new group of unemployed people – some who have never experienced unemployment before are in need of training supports to facilitate them re-enter the labour market.
Strategies
Background:
LDC has devised a menu of interventions to support jobseekers back into the labour market. These interventions have been successfully developed and delivered in Dublin 15 over a number of years. They cater for all categories of jobseekers from the very 'job ready' short-term unemployed through to the long-term unemployed, who are recognised as needing specialist multiple interventions to assist them to a job ready stage.
Inputs
CEO of Blanchardstown Area Partnership, Board of the Local Development Company who manage the programme and the LDCs Working Group.
BAP Training Co-ordinator who is supported by the Local Employment Unit
-Employment Unit (Employer Liaison Person Employment Mediator)
-LES training Co-ordinator
-JOBCLUB
-Guidance Counsellor
-Contact Support Staff
-Administrator
-Receptionist
- External Trainers
- DDLETB training hours
- BAP Training rooms
- Community centre training rooms
- FAI coaches
- Fingal County Council Sports Officers
Each person who receives a service from the Training Co-ordinator completes a personal action plan that is individualised, personalized, confidential and voluntary.
Participants are recruited for courses delivered by the Blanchardstown Area Partnership. - *Intreo, DSP, Local Drugs Task Force, Rehab Integration Services, Community Employment Projects, DDLETB & the Local Employment Service all refer participants to BAP.*
Outputs
LDC will provide labour training interventions to a individual beneficiary caseload of 700 circa in 2015
The suite of training courses and workshops that will be delivered will be:
Job Seeking Sessions
Career Bootcamp
Job Club
IT Level 3 *
Making LinkedIn Work
Future Options *
Power of Positivity *
Career Guidance
JobLink Network
FAI Soccer Coaching & Fitness Instructor
PX2
Basic IT *
*Goal 2
LES training co-ordinator also supported the delivery of courses that are funded through other pro-grammes
- Health Food Made Easy Project /*HSE* (Goal 2 LCDP)
-Action 5: A new range of responses for Minority Ethnic Groups (*Fingal County Development Board*)
-*BAPtec*-Job Search-Social Media (Community Services Programme)
-Back To Work Scheme (Goal 3 LCDP)
Outcomes
Short Term
Increased motivation levels
Improved self-esteem
Increased confidence
Increased aspirations
Increased knowledge of services available
Reduced isolation
Medium
Improved job search skills
Improved CV
Improved presentation skills
Improved English language skills
Clients register FETAC accredited courses
Users referred to other services e.g. Solas , Drugs Task Force
Long
Improved access to supported employment (CE)
Improved access to open employment
Improved access to self-employment (BTWEA)
Prescribed Indicators
Satisfaction levels of individuals receiving supports under Goal 3 (QL)
No of individuals who are referred to other employment activation services (QN)
No of individuals who are referred to other services which impact on employability (QN)
Level of engagement with employers (QN)
Extent to which individuals feel they are better prepared to enter the labour market (QL)
Estimate of new jobs created by employers for SICAP clients as a result of engagement with LDC
No of new partnerships / initiative forms between LDC and employers (QN)
Evidence
Strategic Plan 2011-2013, Blanchardstown Area Partnership
National Economic and Social Forum Creating a More Inclusive Labour Market
Forfas Labour Market Review Summary 2011
Ryan,C. (2009) *Falling through the net. An exploration of barriers to employment for long-term unemployed Irish men aged 35 and over*, Blanchardstown Area Partnership
Nexus Research, Blanchardstown LES/Joblink Plan 2001-2003
© Centre for Effective Services, 2011

SICAP Stages of Community Development 2015



Stage 1	Stage 2	Stage 3	Stage 4
Pre-Development & formation	Developing Capacity & organisational development	Collective Action	Supports to participate in decision-making structures & networks[i]
Contact strategies Group formation Profiling and new baseline studies Pre-Start Up Enterprise / Social Economy	Skills and knowledge development Development / Initiation of action by group General advice / Information Supports Organisational development Promotion of equality Strategic planning Personal and group development Social enterprise 'Continue operating' supports	Development / Initiation of action by group Strategic planning Social enterprise 'Expand' supports	Develop and facilitate strategic collaborative frameworks and networks as part of a dialogue for developing solutions to social exclusion

ENDNOTES

[i] Haase and Pratschke developed an index that provides a single measurement of the relative affluence and deprivation for an area. The deprivation scores range from -50 to +50 with -50 being extremely deprived and +50 being extremely affluent. Deprivation is measured into 6 bands relative to the State average i.e. Very affluent, Affluent, Marginally Above Average, Marginally Below Average, Disadvantaged and Very Disadvantaged. In the south-west, north-west, north-east and mid-Fingal there are a number of EDs that are 'Below Average' or 'Disadvantaged'.

[ii] SICAP clients are primarily engaged with directly under Goals 2 and 3. Target groups can also be engaged indirectly via Goal 1. Non-caseload clients are also engaged indirectly across the 3 Goals of SICAP such as those who attend information events or children ages below 15 years of age who receive educational supports.

[iii] RAPID is an acronym for Revitalising Areas by Planning, Investment and Development and the programmes is aimed at large spatial concentrations of deprivation. The boundaries of RAPID areas are based on 2006 census data.

[iv]From January-December 1,365 individuals SICAP supports from Blanchardstown Area Partnership in contrast to 900 in 2014 under the Local and Community Development Programme. This increase was partially due to young persons 15-17 years of age being tracked on IRIS for the first time and a re-definition of what are considered interventions under SICAP resulting in non-caseload clients being tracked as individual beneficiaries. IRIS is the performance and monitoring system for SICAP.

[v] Children and Families from Disadvantaged Areas - Lone Parents - New Communities (*including Refugees/Asylum Seekers*) - People living in Disadvantaged Communities - People with Disabilities - Roma - The Unemployed (including those not on the Live Register) - Travellers - Young Unemployed People from Disadvantaged areas. [POBAL Website 5/1/2016]

[vi] Goal 1. To support and resource disadvantaged communities and marginalised target groups to engage with relevant local and national stakeholders in identifying and addressing social exclusion and equality issues;

Goal 2. To support individuals and marginalised target groups experiencing educational disadvantage so they can participate fully, engage with and progress through life-long learning opportunities through the use of community development approaches;

Goal 3**.** To engage with marginalised target groups/individuals and residents of disadvantaged communities who are unemployed but who do not fall within mainstream employment service provision, or who are referred to SICAP, to move them closer to the labour market and improve work readiness, and support them in accessing employment and self-employment and creating social enterprise opportunities.

[vii] There is upwards of 30 fields of personal and sensitive information that clients can share with case officers for SICAP. There were 8 fields of personal and sensitive information collated for the L&CDP.

[viii] Irish persons are primarily likely to be a named target group of SICAP by virtue of being unemployed. If they progressed into self employment in 2015, and receive interventions in 2016 a data error message will appear on IRIS because their employment status has changed to self-employment.

[ix] Back in the 1990s under the Local Development Programme 1994-1999 evidenced based research was conducted by Area Based Partnership Companies setting out the theoretical paradigms and strategic frameworks for community development as a methodology and an approach. This was revisited for the Local Development Social Inclusion Programme 2000-2010 in a more in-depth ADM Ltd publication *'Pre-Development Work Building capacity amongst target groups and disadvantaged communities'*. This matrix was reformatted for the SICAP 2015-2017. See appendices.

[x] Educational attainment of persons are categorised according to the National Framework Qualification

[xi] Education attainment of Group Cert, Primary Level or none

[xii] Using the Oxford English assessment test

[xiii] The International Labour Office whose methodology is used to measure unemployment across the European Union is applied to categorise the labour market status of SICAP clients. [Employed, unemployed, economically inactive]

[xiv] Age, gender, religion, race, sexual orientation, marital status, family status and membership to the Traveller community

[xv] POBAL changed the definition of what are considered interventions under IRIS in June 2015 after SICAP contracts were signed and awarded

[xvi] The concept of 'progression' was previously examined by the 1994-1999 Local Development Programme through in depth case studies. According to the ADM Ltd synthesised case study (2000, p9) '*the case studies all agreed that progression is an underlying principle of the Local Development Programme but it is an elusive and difficult concept to measure or define*'. The case study on page 11 also states that '*in education, progression is often perceived as movement into a course of study, completion of a number of linked modules or elements leading to recognised achievement, certification or movement onto further study*'

[xvii] Excluding non-geo-coded addresses of 3

[xviii] See www.theoryofchange.com

[xix] http://www.bap.ie/equality-policy-statement

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

http://www.bap.ie/poverty-social-exclusion-proofing-statment

[i]